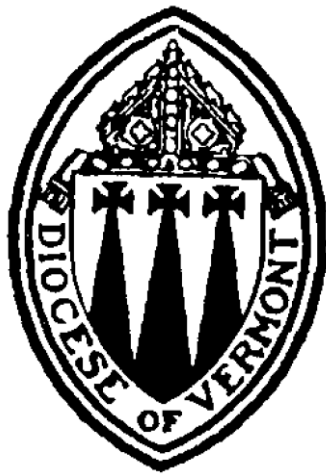


*The Episcopal
Diocese of Vermont*



*The Convention Journal
2007*

The Journal of the
217th Annual Convention of the
Episcopal Church of Vermont

Being the
175th Annual Convention of the
Diocese of Vermont

Held at the
Cathedral Church of St. Paul
Burlington, Vermont
November 2 – 3, 2007

The Mission of the Episcopal Diocese of Vermont is
To pray the prayer of Christ, learn the mind of Christ, do the deeds of Christ.

We envision a lively, mission-oriented church
that discerns and welcomes
God's call to us as a Diocese.

Five interwoven themes emerge from this call:

Formation + Liberation + Communication + Connection + Celebration

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DIOCESAN LISTINGS 2007

As of 12/31/07

Accessibility Committee

Andrew Crane
Ernie Hathaway
Bob Laidman, Jr.
Genie Rayner
Tom Schroeder

Alcohol and Drug Abuse

(Committee on Substance Abuse & Alcoholism)

Joe and Penny Hauser, Co-Chairs
Anna Caleb
Martha Holden
Roy Morgan
Leslie Bryant

Altar Guild

Sarah Maynard, Directress
Betty Maynard, Secretary
Carol Walters, Treasurer
Suzanne Houston, Representative-at-large
Barbara Merrill, Representative-at-large

Bishop Booth Conference Center

Debi Paterson, Director
Janet Smith, Altar Guild

Brookhaven Treatment Center

Dr. Anthony Iazzo, Director
**Christian Formation Resource Center
Task Force**

Jenny Ogelby

Brookhaven Treatment Center Trustees

James Kennedy, President (Term 1 expires 2009)
Bill Bridges (Term 2 expires 2008)
Howard Clark (Term 1 expires 2008)
Sue Rogers (Term 1 expires 2008)
Sharon Ross (Term 2 expires 2009)
David Shuffleburg (Filling unexpired term to 2009)
Dale Willard (Term 2 expires 2010)
Pam Macy (Term 1 expires 2010)
Brett Murphy (Term 2 expires 2010)
The Rt. Rev. Thomas Ely, Ex Officio

Canons Committee

Steve Marshall, Esq., Chair (Term expires 2008)
Charity Downs, Esq. (Term expires 2008)
Lindsey M. Huddle, Esq. (Term expires 2008)
Thomas Little, Esq., Chancellor
(Term expires 2008)
The Rev. Don Morris (Term expires 2008)
The Rev. Canon Howard Van Dine, Jr.
(Term expires 2008)

Cathedral Chapter

The Very Rev. Kenneth Poppe, Dean
The Rt. Rev. Thomas C. Ely, Bishop
Lynn Bates, Canon to the Ordinary
The Rev. Thomas Brown
The Rev. Canon Tanya Wallace
Mark Howe
Eadie Templin
Neil R. Stout

Connie Saeger-Proctor
Anne Brown
Lynn Bates

The Rev. Carole Wageman

**Commission on Ministry: Committee
on Christian Formation**

Co-Chairs:

Jenny Ogelby (Term 2 expires 2009)

The Rev. Joel Hill (Term 2 expires 2010)

Mary Lou Ashton (Term 1 expires 2008)

Bill Bridges (Term 1 expires 2009)

Jim Cassarino (Term 1 expires 2010)

Maggie Giffin (Term 1 expires 2010)

The Rev. David Hamilton (Term 1 expires 2008)

The Rev. Jud Pealer (Term 1 expires 2009)

Genie Rayner (Term 2 expires 2008)

Veronika Travis (Term 1 expires 2010)

Alice Van Tuyl (Term 1 expires 2010)

Steve Young, (Term 2 expires 2009)

Vacant (Unexpired Term to 2008)

Vacant (layperson) (Term expires 2009)

Lynn Bates, Canon to the Ordinary, Bishop's Liaison

**Commission on Ministry: Committee
on Discernment**

Chair:

The Rev. Tanya Wallace
(Term 1 expires 2010)

Beverly Barton (Term 1 to 2010)

The Rev. Alan Gibson (Term 1 to 2008)

Michael Hechmer (Term 1 expires 2009)

Libby Hillhouse (Term 1 expires 2008)

The Rev. Victor Horvath (Term 1 expires 2010)

The Rev. Sherry Osborne (Term 1 expires 2010)

The Rev. Lucy Pellegrini (Term 1 expires 2010)

The Rev. Shelie Richardson
(Term 1 expires 2010)

Beth Stanway (Term 2 expires 2012)

Jon Sweeney (Term 1 expires 2009)

Duncan Tingle (Term 1 expires 2008)

Communications Committee

Anne Clarke Brown, Mountain Echo Editor

Bob Brower

Leslie Black

Barbara Hoar

Judy Krum

Randall Krum

Marjorie Matthews

The Rev. John Morris

**Congregational Support and
Resources**

Bob Halverson, Chair

Don Crofut

Winnie Grace

Dorothy Wootton

The Rev. O. Larry Yarbrough

Lynn Bates, Canon to the Ordinary,
Diocesan Ministry Support Team Liaison

The Rt. Rev. Thomas C. Ely, Ex Officio

Credentials Committee

James Larkin, Secretary of Convention

The Rev. Lisette Baxter

John Rouleau

Deaneries and Deans

NORTHWEST Deanery, Linda Maloney,
Dean

OTTER CREEK Deanery, Vacant

SOUTHWEST Deanery, Vacant

SOUTHEAST Deanery, Pat Saul, Dean; The
Rev. Steve Fuller, Sr., Subdean

THREE RIVERS Deanery, Marjorie
Matthews, Dean

CENTRAL VERMONT Deanery, vacant

NORTHEAST Deanery, Glenn Christian,
Dean

CHAMPLAIN Deanery Jenny Ogelby, Dean

Diocesan Companions

Leslie Black, Esq.

Anne Clarke Brown

The Rev. Jean Jersey

The Rev. Rolfe Lawson

Susan Ohlidal

Genie Rayner
The Rt. Rev. Stewart Wood, Jr.

Diocesan Council

(*Executive Committee members)

Donna Abramov (Member at Large 2008, Term 1)

Emily Adams (Youth Representative 2008)

Mary Ann Christian

(Northeast Deanery 2009, Term 1)

Don Crofut (Member at Large 2008, Term 2)

Lisa Eash (Member at Large 2009, Term 1)

*The Rev. Reid Farrell

(Northwest Deanery 2009, Term 1)

*The Rev. Terry Gleeson

(Otter Creek Deanery 2008, Term 1)

The Rev. Vic Horvath

(Member at Large 2008, Term 2)

*Roy Morgan (Member at Large 2008, Term 2)

Scott Alan Paul (Member at Large 2009, Term 1)

*Steve Reynes

(Central Vermont Deanery 2008, Term 2)

*Diane Rooney (Champlain Deanery 2008, Term 1)

Pat Saul (Southeast Deanery 2008, Term 1)

The Rev. Laurian Seeber

(Central VT Deanery, 2009, Term 1)

Helen Short (Northwest Deanery 2009, Term 1)

Nicole Stevens (Member at Large 2009, Term 1)

Victoria Zajan (Youth Representative 2008)

*The Rt. Rev. Thomas C. Ely

*Lynn Bates, Canon to the Ordinary, Ex-Officio

*Steve Smith, Diocesan Treasurer, Ex Officio

*Thomas Little, Esq., Chancellor, Ex Officio

Vacant (Champlain Deanery 2009)

Vacant (Southeast Deanery 2009)

Vacant (Otter Creek Deanery 2009)

Vacant (Southwest Deanery 2008 and 2009)

Vacant (Three Rivers Deanery 2008 and 2009)

Vacant (Member at Large 2009)

Vacant (Northeast Deanery 2008)

Diocesan Loan Review Committee

Joanna Taylor, Chairperson

Kevin Bisaccio

Tom Dyett

Bruce Howard

Ned McElroy

Bob Torrey

Diocesan Ministry Support Team

The Rt. Rev. Thomas C. Ely, Bishop

Lynn Bates, Canon to the Ordinary

Elizabeth Allison, Registrar and Historiographer

The Rev. Canon Thaddeus Bennett,

Canon for Ministry Development/Deployment

Anne Clarke Brown, Communications Minister

Jackie Connaway, Administrative Assistant

Julie Giguere, Financial Administrator

Jan Lawrence, Receptionist

Susan Ohlidal, Pastoral Enrichment Coordinator

Connie Saeger-Proctor,

Canon for Ministry Development/Youth-Children

Patrick Sims, Executive Assistant

The Rev. Canon Jeanette Tweedy

Canon for Ministry Development

Diocesan Officers

The Rt. Rev. Thomas C. Ely, Bishop

Lynn Bates,

Canon to the Ordinary

Assistant Secretary of Convention

Elizabeth Allison, Registrar and Historiographer

The Rev. Canon Thaddeus Bennett,

Canon for Ministry Development/Deployment

The Rev. Thomas Brown, Ecumenical Officer

Peg Hamlin, Associate Ecumenical Officer

James Larkin, Secretary of Convention

Thomas Little, Esq., Chancellor

Steve Smith, Diocesan Treasurer

Diocesan Study Program

The Rev. John Morris, Dean

Dismantling Racism Commission

The Rev. Nancy Vogege, Chair

Donna Abramov

Anne Clarke Brown

Vaughn Carney

The Rev. Thora Chadwick

Laura Chase

Blanche Cooper

The Rev. Dr. Lee Alison Crawford
Peter Galbraith
Phil Hoff
Betty Obermann
Connie Quinby
The Rev. Canon Diane Root
Naima Wade
Gabriel Willey
The Rt. Rev. Stewart Wood, Jr.
Margy Zabriskie
The Rt. Rev. Thomas C. Ely

Dispatch of Business Committee

James Larkin,
Secretary of Convention, Chair
Lynn Bates,
Assistant Secretary of Convention
Laura Chase
Sarah Gallagher
John Rouleau
The Rt. Rev. Thomas C. Ely

Ecclesiastical Court

The Rev. Marsha Boyer, Presiding Judge
The Rev. Paul Brannock-Wanter
Bert Cicchetti
The Rev. Dr. Lee Alison Crawford
Martha Holden
The Rev. Mary Mansfield
Christopher Wesolowski
Leslie Black, Esq., Alternate
The Rev. Robert Borden, Alternate
Donna Reidt, Alternate
The Rev. Carole Wageman, Alternate
Vacant, Alternate

Episcopal Relief and Development

Co-Coordinators:
Kristin Wood, Southern Vermont
Margy Zabriskie, Northern Vermont

General Convention Deputies 2009

The Rev. Thomas Brown

The Rev. Dr. Lee Alison Crawford
The Rev. John Morris
The Rev. Canon Tanya Wallace
Anne Clarke Brown
Nanci Gordon
Thomas Little, Esq.
Jennifer Ogelby

Living Stones

The Rev. Canon Diane Root, Coordinator

Mountain Echo

Anne Clarke Brown, Editor

Nominating Committee

Polly Larkin, Chair
Barbara Hoar
The Rev. Timothy Eberhardt
The Rev. Victor Horvath
The Rev. Stewart Pierson
George B. Spear
The Rev. John Mitchell

Outreach & Social Justice

Laura Chase, Chair
Lori Borden
Laura Chase
The Ven. Catherine Cooke
Ron Corkins
The Rev. Dr. Lee Alison Crawford
The Rev. Mary Haas
Bob Halverson
Lindsey M. Huddle, Esq.

The Rev. Stewart Pierson
Marcia Stone
Margy Zabriskie

Oversight & Audit

James Harder, Chair
The Rev. Gary Eley
The Rev. John Mitchell
Alice Rouleau
Cynthia Watters
The Rev. Peter McLean
Vacant (Term expires 2008)
Bill Rayner, Ex Officio
Steve Smith, Diocesan Treasurer, Ex Officio

Province One (New England)

The Marge Burke, President
Susan Ohlidal, Executive Director

Provincial Synod Deputies

Michelle Peattie
The Rev. Dr. Lee Alison Crawford
The Rev. Anita Schell Lambert, Alternate

Resolutions Committee

Laura Chase, Chair
Mike Austin
The Rev. Jane Garrett
Nanci Gordon
The Rev. Judson Pealer
The Rev. Gunnar Urang

Retired Clergy Pastoral Support

The Rev. Stewart Pierson

Rock Point Board

(*Executive Committee Members)
*Lee Bronson, President
(Term 1 Bishop's Appt to 2008)
Carol Hood-Cross, Treasurer
(Term 2 expires 2010)
*Alban Richey, Secretary (Term 1 expires 2008)

John King, Chairman Bldg & Grounds
(Term 1 expires 2009)

Alice Daley (Term 1 expires 2009)
Jean Hancock (Term 1 Bishop's Appt. to 2009)
The Rev. Ken Hitch (Term 1 expires 2010)
Stephanie Keitel (Term 2 expires 2010)
Bob Laidman, Jr. (Term 1 expires 2010)
The Rev. David Larcombe (Term 1 expires 2010)
Jenny Ogelby (Term 2 expires 2010)
*The Rt. Rev. Thomas Ely

Resources:

Chuck Courcy, Rock Point Property Manager
Debi Paterson,
Executive Director,
Bishop Booth Conference Center
John Rouleau,
Headmaster, Rock Point School
Brian Shupe,
Consultant, Long Range Planning

Rock Point Managers Group

The Rt. Rev. Thomas Ely, Bishop
Lynn Bates, Canon to the Ordinary
Chuck Courcy, Property Manager
Debi Paterson,
Executive Director
Bishop Booth Conference Center
John Rouleau,
Headmaster, Rock Point School

Rock Point School

John Rouleau, Headmaster
C. J. Spirito, Dean of Students
Kelly Story, Director of Admissions

Rock Point School Board of Trustees

The Rev. Lisette Baxter, President
(Term 2 expires 2009)
Mark Archambault (Term 2 expires 2010)
Debbie Galbraith (Term 1 expires 2008)
Lindsey M. Huddle, Esq. (Term 1 expires 2008)
Chari Goodman (Term 1 expired 2009)
Ann Guillot (Term 1 expires 2010)
Richard McGuire (Term 1 expires 2010)
Liza Rixon (Term 1 expires 2010)
Lisa Schnell (Term 2 expires 2008)
Lisa Simon (Term 1 expires 2009)

The Rev. Canon Tanya Wallace
(Term 1 expires 2008)
Eadie Templin, President Emeritus
John Rouleau, Headmaster
The Rt. Rev. Thomas Ely, Ex Officio

Safe Church Training

Anne Clarke Brown, Diocesan Coordinator

Standing Committee

The Very Rev. Kenneth Poppe, President
(Term 1 expires 2009)
Mike Austin, Secretary (Term 1 expires 2008)
The Rev. Don Morris (Term 1 expires 2011)
Genie Rayner (Term 1 expires 2010)
The Rev. Cn. Diane Root (Term 1 expires 2008)
The Rev. Anita Schell-Lambert (Term 1 expires
2010)
Duncan Tingle (Filling unexpired term to 2009)
Alice Winn (Term 1 expires 2011)

Trustees of the Diocese of Vermont

Carolyn Fouts, President (Term 1 expires 2010)
The Rt. Rev. Thomas C. Ely, Bishop
Laurel Broughton, Secretary (Term 2 expires
2014)
Ron Calise (Filling Unexpired Term to 2009)
Lawrin Crispe (Term 1 expires 2008)
Michael Huffman (Term 1 expires 2013)
Neal Robinson (Term 1 expires 2011)
Franklin Sanders (Term 1 expires 2012)

United Thank Offering

Co-Coordiators:
Donna Abramov
Dorothy Wootton

Vermont Ecumenical Council and Bible Society Trustee

Peg Hamlin (Term expires 2009)

2007 DIOCESAN CONVENTION REPORTS: REPORTS FROM OFFICERS

Bishop's Report of Official Acts July 2006 – June 2007

On January 7, 2006, the Rev. Kristina Lewis (St. James' Church, Essex Junction) was ordained Priest at the Cathedral of St. Paul in Boston, Massachusetts. (Omitted from the 2005-2006 Bishop's Report of Official Acts)

On August 5, 2006, the Rev. Elizabeth Marie Stedman (The Cathedral Church of St. Paul, Burlington) was ordained Priest.

On August 18, 2006, the Rev. Bradford Clark was released to the Diocese of Massachusetts.

On September 18, 2006, Stannard Baker (The Cathedral Church of St. Paul, Burlington) was admitted as a Postulant for Holy Orders.

On September 18, 2006, Beth Ann Maier (Christ Church, Montpelier) was admitted as a Postulant for Holy Orders.

On October 16, 2006, the Rev. Joel Hill was received from the Diocese of Maryland.

On October 16, 2006, the Rev. Sherry Osborn was received from the Diocese of Massachusetts.

On November 29, 2006, Regina Lee Christianson (St. John's in the Mountains Church, Stowe) was ordained Transitional Deacon.

On November 29, 2006, Scott Bradley Neal (St. Mary's Church, Northfield) was ordained Transitional Deacon.

On December 2, 2006, the Rev. Keri Theresa Aubert (The Cathedral Church of St. Paul, Burlington) was ordained Priest.

On December 11, 2006, the Rev. Hilary Cooke was released to the Diocese of Indiana.

On February 13, 2007, the Rev. Elizabeth Stedman was released to the Diocese of Chicago.

On May 15, 2007, Margaret Fletcher (St. Peter's Church in Bennington) was admitted as a Candidate for Holy Orders.

In this twelve month period (July 1, 2006–June 30, 2007), the Rev. Margaret Lee Ferry was called as Interim Pastor of St. Thomas' Church in Brandon and Grace Church in Forest Dale, the Rev. J. Harrison Heidel was called as Rector of Calvary Church in Underhill, the Rev. Kenneth Hitch was called as Rector of St. James' Church in Essex Junction, and the Rev. Sherry Osborn was called as Rector of St. Mark's Church in Springfield.

In this twelve month period (July 1, 2006–June 30, 2007), the following Lay Participant Licenses in the Liturgy were issued: 321 Eucharistic Ministers, 77 Eucharistic Visitors, 43 Lay Preachers, and 99 Worship Leaders.

In this twelve month period (July 1, 2006–June 30, 2007), 28 formal visitations were made. At these visitations, 23 adults and 48 youths were confirmed, 33 were received into the Church, and 59 recorded reaffirmations of baptismal vows.

In this twelve month period (July 1, 2006–June 30, 2007), consent was given to the elections of six diocesan bishops, three bishops coadjutor, three bishops suffragan, and the resignations of four bishops.

Respectfully submitted,
The Right Reverend Thomas Clark Ely, 10th Bishop of Vermont

Report from the Diocesan Ecumenical Officer July 2006 – June 2007

Bishop Ely appointed me to the position of Ecumenical Officer at the 2006 diocesan convention. The role of the ecumenical officer is to serve the bishop and the diocese in our commitment to initiate and sustain our relationships with our ecumenical and interfaith partners.

During the bishop's sabbatical I attended meetings of the Vermont Ecumenical Council and Bible Society (VECBS). The VECBS is a state-wide organization of Christian and other faith leaders who initiate programs and raise awareness of our unity. The Bishop of Vermont is a trustee of the VECBS. Both the ecumenical officer (myself) and the associate ecumenical officer (Peg Hamlin) are expected to attend the meetings and to participate in one of its several standing committees.

In January I attended the National Workshop on Christian Unity in Washington, DC. The conference is concurrent with the Episcopal Church's network of ecumenical officers; hence, it was really a two-for-one meeting. There were excellent workshops on our various ecumenical dialogues, and an excellent morning-long training for new ecumenical officers. A significant focus of the Episcopal Church's energy is focused on our dialogue with the United Methodist Church. The goal of this dialogue is full communion between our two churches. General Convention will address this question in 2009; the hope is that full communion will be achieved in 2012 at our respective national assemblies, the Episcopal Church's General Convention and the United Methodist Church's General Conference. A preliminary step—one we're living with right now—is interim Eucharistic sharing. As was the case with our dialogue with the Evangelical Lutheran Church in America, a sensitive potential obstacle to full communion with the United Methodist Church is our different theologies of ordained ministry. For some of us, however, we believe this difference is far more of a blessing than it is an obstacle. An excellent study guide, *Make us One with Christ*, is available to parishes. It can be used within Episcopal Churches only, United Methodist churches only, and of course, is best used for groups of people with both Episcopalians and United Methodists. Both myself and the associate ecumenical officer are available to facilitate conversations with congregations and faith communities. The study guide is also available online at www.dfms.org

In June I represented our bishop and our diocese at the ELCA's Synod in Worcester, Massachusetts, where I participated in their ordination liturgy.

On behalf of Peg Hamlin, and the many others in our diocese engaged in the important ministry of making all Christians one in Christ, and of recognizing our common humanity with people of non-Christian faiths, I thank the diocese for its ongoing ministry of initiating and sustaining ecumenical and interfaith partnerships.

Respectfully submitted,
The Reverend Thomas James Brown
Diocesan Ecumenical Officer

**Report from the Associate Ecumenical Officer
July 1, 2006 – June 30, 2007**

Notable events in ecumenical relations in Vermont and beyond:

1. With thanksgiving for the participation and dedication of members of the Diocese of Vermont on the Board of Trustees and in the several Standing Committees of the Vermont Ecumenical Council & Bible Society (VEC&BS).
2. The COVENANT with CODICIL (See VEC&BS Report to Convention 2006), adopted by the trustees and standing committees of the VEC&BS, marked a milestone of reception of the COVENANT, the next step asks thoughtful consideration in each of the judicatories who are members of VEC&BS. Reception, requiring review in as many levels of church life as possible, also includes response from the authoritative body of the denomination of Vermont.
3. Giving witness to the Episcopal Church's growing relationship with the United Methodist Church, Bishop Ely attended the Troy Conference Annual meeting and participated with Bishop Hassinger in a joint celebration of the Eucharist, as permitted now by the Interim Eucharistic Sharing Agreement. A similar step preceded the full communion relationship with the Evangelical Lutheran Church in America. For these ecumenical agreements to move from written word to active expression in mission and worship requires some priority in each congregation where ecumenical partners are present in the area, and the encouragement of leadership bodies as well.
4. For the second year, the cooperative efforts of three denominations in Vermont (Episcopal, United Methodist, United Church of Christ) have organized Camp Agape and provided a summer experience for children of incarcerated parents.
5. In the continuing Anglican-Roman Catholic friendship and fruitful dialogue, Archbishop of Canterbury, Rowan Williams, met with Cardinal Kasper, President of the Pontifical Council for Promoting Christian Unity, and Pope Benedict XVI in a week-long visit, which marked the 40th Anniversary of Archbishop Ramsey's visit with Pope John Paul VI. From the current meeting a joint Common Declaration notes: the continuing and expanding relationship and gospel imperatives; the Anglican-Roman Catholic International Commission (ARCIC) proceeds to the third stage; the A-RC Commission for Unity and Mission makes proposals for growing together in mission and witness. While not ignoring events in the Anglican Communion, ARCIC finds considerable areas for dialogues to further understanding and agreement.

6. Churches United in Christ (CUIC), successor to COCU, include the Episcopal Church and eight other denominations. CUIC continues to work toward theological consensus in resolving issues of ordained ministry. A proposal for full communion has been projected for 2007.
7. More inclusive than the National Church Council of Churches USA, of which the Episcopal Church is also a member, Christian Churches Together in USA has held formative meetings and will initially address issues of poverty in the US. Membership includes eighteen denominations.

Respectfully submitted,
Peg Hamlin
Associate Ecumenical Officer

Report of the Historiographer and Registrar 2007 Annual Report

Routine is routine is routine and, seemingly is endless! The largest share of time continues to be spent in working with the Trustees of the Diocese, lawyers, paralegals and individuals to trace ownership of the various SPG leases held by the Trustees. To expedite the research in this area, a data base of current lease holders as well as one for deeds is in process.

In addition, time is spent researching the terms of the various gifts and endowments held by the Trustees for the benefit of the Diocese and for various congregations. The already completed data base provides almost instantaneous answers to the most frequently asked questions.

I also continue to answer a variety of requests for information about the history of the Episcopal Church in Vermont, the Diocese of Vermont and various congregations.

Work continues on the Clergy data base which will include the names, dates and locations of ministry for all clergy from the earliest SPG missionaries to the present with a projected completion date of the fall of 2007.

In case you are curious about the double numbering of Conventions, the first Convention of the Episcopal Church in Vermont was held in September of 1790 and, with one seeming exception, Conventions of the Church in this State continued to meet on an annual basis until the last one, number 42 which organized the Diocese in 1832. The first Convention of the newly organized Diocese met in 1833 and the Convention of 2007 will be the 175th Convention of the Diocese of Vermont and the 217th Convention of the Episcopal Church in Vermont.

While for a long time, it was thought that there had been no Convention in 1791. However, during recent research in the Library of the Episcopal Divinity School in Cambridge supported by a Lilly Grant, I found a published account of the 1791 Convention in the Historical Magazine of the Episcopal Church which confirmed an 1837 newspaper account saved by Henry L. Sheldon of Sheldon Museum fame in Middlebury.

I serve as consultant to the 175th Anniversary Committee which plans and oversees the celebration of this important anniversary in the history of the Diocese. During our 18 month long

celebration, I look forward to writing several monographs dealing with several aspects of the history of the Diocese.

Respectfully submitted,
Elizabeth E. Allison. Historiographer and Registrar

**Report from the Standing Committee
July 1, 2006 – June 30, 2007**

Below is a list of the official acts of the Standing Committee during the dates cited.

1. Consented to these Episcopal elections:

Central Pennsylvania to the election of Nathan Baxter as Bishop

Tennessee to the election of John Crawford Bauerschmidt as Bishop

Newark to the election of Mark Beckwith as Bishop

Arkansas to the election of Larry R. Benfield as Bishop

Hawai'i to the election of Robert Leroy Fitzpatrick as Bishop

Southwest Florida to the election of Dabney T. Smith as Bishop Coadjutor

Virginia to the ordination and consecration of Shannon S. Johnston as Bishop Coadjutor

Oklahoma to the election of Edward Joseph Konieczny as Bishop

Northwestern Pennsylvania to the ordination and consecration of Sean Walter Rowe as Bishop

Connecticut to the ordination and consecration of Laura Jean Ahrens as Bishop Suffragan

Olympia to the election of Gregory Harold Rickel as Bishop

Consent withheld to the ordination and consecration of Mark Joseph Lawrence as Bishop in South Carolina

Consented to the election of a Bishop Coadjutor in the Diocese of Virginia.

Consented to the election of a Bishop Suffragan in the Dioceses of Connecticut and Alabama.

Consented to the ordination of Regina Christianson and Scott Neal to the diaconate.

Consented to the ordination of Keri Aubert and Scott Neal to the priesthood.

Consented to the candidacy of Margaret Fletcher for Holy Orders.

Approved an encumbrance for Trinity Church, Rutland

Consented to St. Thomas' Church, Brandon to the sale of property

Concurred with Diocesan Trustees to sell property in Cavendish and Pawlet and transfer title in Ludlow.

In addition to its official acts and role as a council of advice to Bishop Ely, the Standing Committee joined the Commission on Ministry for a joint meeting with postulants and candidates for Holy Orders in January. It conducted a mutual review of ministry of diocesan leaders that was facilitated by J. Ann Holtz and which focused on collaborative leadership. During the Bishop's sabbatical leave, the Standing Committee participated in the Bishop's Sabbatical Planning Team. We are grateful to so many for their faithful leadership during this past year.

Faithfully,
Mike Austin
Ann Cooper
The Reverend Canon Lee Alison Crawford
The Reverend Anita Schell Lambert

The Very Reverend Kenneth Poppe
Genie Rayner
The Reverend Diane Root
Duncan Tingle

Trustees of the Diocese – Annual Report
July 2006 – June 2007

The Trustees of the Diocese meet quarterly throughout the year. This year the Board welcomed new member Michael Huffman to the Board, replacing George Rice, whose term expired at the 2006 Convention. Mike is a founder of Rock Point Advisors, an independent investment advisory firm. The Board appreciates the years of service which George contributed to the Board.

During the past year the Trustees accomplished the transfer of the investment portfolio from the Chittenden Bank to Advisors in Financial Planning, Inc., part of Hickok and Boardman Financial Planning. The Securities are invested through Raymond James Financial Services, Inc. The tracking of the unit funds continues to be maintained by Grippen, Donlan and Roche. At the end of each quarter the Investment Committee (Trustees Neal Robinson, Ron Calise and Franklin Sanders) meet with the representatives from Advisors in Financial Planning to review the prior quarter's investment return, hear any recommendations on rebalancing of the portfolio, review additions to or withdrawals from the unit funds, and review the dividend to be paid to the unit fund participants. The Investment Committee provides its report to the full Board for approval by the Board.

For the past several years the Board has been discussing with the Rock Point Board of Governors the necessity of updating old septic systems on the Rock Point property by tying into the Burlington sewer system. In order to accomplish this, the Trustees approved that \$26,000 be used from the Institute Fund to pay for additional engineering and permitting expense. At a recent walk around the property, the Board saw that the work has been accomplished at long last.

The Real Estate Subcommittee, with the help of Historiographer Elizabeth Allison, is in the process of composing a list of all properties held within the Diocese, and determining which properties are held by the Trustees and which are held by individual parishes. The committee also released the Diocese's interest in a few old lease lands during the past year.

Respectfully submitted,

Carolyn Fouts
President

2007 DIOCESAN CONVENTION REPORTS: OTHER REPORTS

Accessibility Committee July 2006 – June 2007

The Committee has been active in the Diocese since its establishment 1999. The committee promotes the mission of the Diocese to foster inclusiveness, inviting and enabling all people to participate fully in the life of the Church.

Increasingly, Diocesan institutions have made accessibility a part of their vocabulary, with improved awareness spawning real improvements in access.

To date, the committee or its chair has been invited to participate in access surveys in nearly a quarter of Vermont's parishes. In parishes with ample resources, as well as small parishes with few resources, important changes are being made.

Plainly, there remains much to be done, but accessibility is on the radar, and we're much better equipped to speak up for and meet the needs of those among us living with disabilities. Please contact your parish accessibility liaison with any special concerns, or for additional assistance identifying and securing resources.

The committee invites parishes to become active in the Episcopal Disability Network. This is a web of cooperating individuals, committees, parishes and diocese dedicated to building accessible Churches "beyond the ramp". Find them at www.disability99.org

We urge parishes to identify those aspects of your parish life which are accessible, and highlight this fact with the international "accessible" icon: in your bulletins, newsletters and on your websites. This symbol is a beacon to the 54 million Americans living with a disabling condition.

This year, our committee has pledged to make the Presiding Bishop's presence at our convention accessible to all. Most visible, perhaps, will be the ASL interpreters at the public forum at UVM's Ira Allen Chapel, and again at Saturday's Eucharist. Contact your committee liaison for information about sign interpreters for your parish events.

We thank all our parishes for their support of and openness to this ministry.

Respectfully submitted,

Andrew Crane
for the Diocesan Accessibility Committee

**Committee on Substance Abuse and Alcoholism
2006-2007**

Penny M. Hauser and Joseph A. Hauser

The committee reports with great pleasure that the disease of alcoholism and substance abuse has apparently been eradicated from the Episcopal Diocese of Vermont. We report this finding based on the fact that there have been no requests for education, consultation or support from any individual or congregation within the diocese.

However during the past year, the committee has attempted to make connection with recovering congregants by offering a Day of Recovery for women in October 2006 at Our Saviour Church in Killington. Issues of recovery and guided reflection were offered by Penny Hauser and Karen Speerstra. The twelve attendees were treated to a catered breakfast and lunch thanks to the generosity of the diocese. The next Day of Recovery is tentatively planned for early December of this year.

Penny has attended two trainings to be a facilitator for the New Hampshire Task Force on Women and Recovery. In work with Friends of Recovery of Vermont, it is hoped to bring this training and support to Vermont in the coming year.

It sincerely is hoped that the initial paragraph of this report got your attention. If you have any thoughts, questions, or ideas on how to make the committee more accessible to congregants (individuals or families), please let us know. We remain eager and available to provide education, information and support to those affected by substance abuse or alcoholism. 802-773-6404 pnyhsr@earthlink.net

**Bishop Booth Conference Center 2007
Debi Paterson**

This has been a year of ups and downs Bishop Booth Conference Center and the Rock Point Board. Our Environmental emphasis with the Rock Point Board Mission and Program Committee helped to develop an environmental education program at Rock Point as an outreach to Burlington's north end local schools, and for Rock Point Summer Camps and other groups that come to the center. We received a matching grant for an intern from Student Conservation Association, an Americorp partner, to help us reach those goals. In addition, we received three UVM interns through our resident, who is a Doctoral candidate at UVM School of Natural Resources.

The center hosted a diversity of groups and programs. In late summer, The Gaelic College of Cape Breton Island, Nova Scotia was hosted for the first time. Sounds of bagpipes, flute, harp, and Gaelic songs echoed across the throughout Rock Point. They promise to return in 2008 however they were forced to cancel their 2007 event due to financial challenges.

Camp Agape, a new program for children of the incarcerated, was initiated with great success. This program is sponsored with the United Methodist and United Church of Christ, at their Camp in Cabot. The program is funded entirely with donations. We added a second week of programming and still have many more who could attend. .

The decision of the diocese to move the responsibility for Rock Point Summer Conferences, to Bishop Booth Conference Center, as a program ministry, brought us many challenges. The bookkeeping responsibility for Rock Point Summer Camp, including Camp Agape, was transferred from the diocesan office to Bishop Booth Conference Center. We hired Betsy Brown, as full time Program Director /Camp Director. Her positive leadership, talented summer staff, and dedicated volunteers, brought about an exceptional camp program.

An exceptional program for Senior High Campers encouraged six of them to return for our first ever Counselor in Training Program later this summer. The first of our new Day Camp programs focused on the arts, ending with a show for parents and guests. The second Day Camp program was held alongside All Ages Camp focusing on Care of Creation. That program included special program leaders from UVM School of Natural Resources who taught an amazing array of environmental science and ecology topics. Parents who were at All Ages Camp had a choice to have their children to participate in that program.

The challenges before us are great. The additional expense of operating summer camp, aging facilities, increases in utility rates, insurance coverage and the cost of living, staff insurance benefits and cancellations have put us into a deficit. The Rock Point Board Finance Committee and Executive Committee of Diocesan Council are looking at ways to help fund these ministries. It is our hope that we will be able to support ourselves within two to three years.

Bishop Ely asked a small group, “To prepare a report for Rock Point Board addressing the future mission, ministry, and capital needs, for the BBCC. The report reflected the enthusiasm we have for the conference center and its future.

“The Bishop Booth Conference Center at Rock Point is a key component of the vision and mission of the Diocese of Vermont. We see it as an integral part of the “lively mission-oriented church” that the Diocesan Strategic Plan envisions. To strengthen and expand the ministries at BBCC, we are recommending some major organizational changes, extensive renovation and expansion, and a significant growth of the programs of the Center. We recognize that this will call for a significant investment of resources but think that Rock Point and BBCC should be the centerpiece of the upcoming diocesan capital campaign. We see the ministry of BBCC as multi-faceted and very unique given the special setting of the place. Improved facilities and programs will enhance the ministry of hospitality, long a feature of BBCC.” new initiatives and a thriving summer camp program will strengthen the ministry of Christian and environmental education. The ministry of spiritual formation will receive new attention and support through facility design and expanded programming.”

Brookhaven Treatment and Learning Center
July 1, 2006 – June 30, 2007

Brookhaven Treatment and Learning Center, established in 1952, provides comprehensive care for boys ages 6 -14 with severe emotional/behavioral disorders. The Residential Program, Transition House and Learning Center (an independent school) are located on 170 acres in Chelsea, Vermont.

As noted last year, our Learning Center expanded to include a six station Computer Lab. The children are learning new computer technology skills and are able to explore and research subjects previously out of reach. We completed the construction of our 40' x 80' enclosed gymnasium, or Pavilion. The kitchen and dining hall renovations are complete and the boys love their new space.

Our 6 week summer camp program, Camp Fun, had fun with our "Space" theme. We not only learned about outer space – culminating in a trip the Krista McCullough Space Museum in New Hampshire – but we also learned about personal space and boundaries. The boys expanded this theme to talk about their community space and how best to take care of it. This care included a "green up" of our local river. The boys cared for our waterway through cleaning up three, 55 gallon bags full of river garbage.

The children at Brookhaven partake in many community activities as well. Not only did they green up the river, they participated in the state-wide "Green Up Day" with our local school. Our boys collected over 40 pounds of garbage. Excited by their accomplishment, they asked town organizers of Green Up if they could continue over the next weekend. They collected 5 more bags of garbage as well as pieces of abandoned metal. In collaboration with the Riverbend Home, a senior care facility just a few doors down, the boys have spent time with the seniors, playing cards and talking. This has been an invaluable experience to both the boys and the residents of the Riverbend Home.

In addition, our Board President, Deacon Diana Collins, visited our school and did a presentation that included a brief geography lesson and information on Honduras and The LAMB Institute in Tegucigalpa, Honduras. For three weeks prior to her anticipated visit, the boys did extra chores in order to raise money to send to the Institute in an effort to help the children have a better life. Deacon Collins, as well as fellow Board Member, Howard Clarke brought with them the Blue Lamb Bus, a bus being donated to The LAMB Institute. All who donate to The LAMB Institute have the privilege of signing El Cordero (The Bus) and our children were thrilled to be part of it. As we continue to grow, one thing remains constant; our commitment to providing quality clinical and educational programming for boys with severe emotional/behavior disturbances and learning difficulties. We have a comprehensive residential treatment program for boys' ages six to fourteen whose difficulties have become so severe that removal from their home environment is essential to the treatment process. We provide these boys with therapeutic milieu services, intensive behavior management, individual, family, and group therapy, case management services, and psychopharmacological intervention. Our residential program also includes a Transitional Living Program which helps prepare our residents for their return back to families and the community. This program focuses more intensely on socialization in a family-like

setting and improving independent living skills. At Brookhaven, we also provide on-site educational services to our residents as well as day students from the community at the Dr. Brewster D. Martin Learning Center, a state licensed independent school that provides a therapeutically oriented, academic curriculum for residential and day students. Our day program serves boys who are able to continue residing in their home, but whose behavior/learning difficulties require more intensive services than are available in their local school.

On behalf of our children and staff, I would like to offer our heartfelt gratitude to the Episcopal Diocese of Vermont for their ongoing support and generosity.

Respectfully submitted,
Anthony N. Iazzo, Ph.D.
Executive Director

Report on Canonically-Resident Clergy in Specialized Ministries, Retired and Non-Parochial

For the calendar year 2006, 46 clergy reports were received. Of those reporting, 31 identified themselves as retired, 8 as being engaged in specialized ministries, and 8 as being non-parochial.

The clergy who are ministering in Vermont in their pension years are engaged in supporting ministries throughout this Diocese and elsewhere. Some of these ministries are: medical center chaplain, hospital volunteer, pastoral care, spiritual direction, preaching, presiding at the Eucharist, teaching Christian education classes, counseling, serving on local and diocesan committees, weddings, funerals, memorial services, and burials.

Specialized and non-parochial ministries include: psychologist, alcohol and drug counselor, investment manager, editor, entrepreneur, chaplain, writer, academic services coordinator, physician, shepherd, consultant and counselor.

Respectfully submitted,
The Rt. Rev. Thomas C. Ely,
10th Bishop of Vermont

Canonically Resident Clergy as of 6/30/07

ARBUCKLE, The Rev. Jacquelyn (06/30/1991) (ALLAN) Deacon, St. John's in the Mountains, Stowe. May Farm Bed and Breakfast, 4706 Waterbury Stowe Road, Waterbury Center, VT 05677 (H) 244-7306 Email: jackiea@gardeners.com

*ATKINSON, The Rev. William (12/01/1969) Retired. 40 Winter St. Meredith, NH 03253 (H) 603-279-4312; Winter: 6125 Alpine Dr., Zephyrhills, FL, 33541 (H) 813-783-3724

AUBERT, The Rev. Keri (12/18/05) Associate Priest, Cathedral Church of St. Paul, Burlington. 2 Cherry St., Burlington, VT 05401 (H) 872-9626 (O) 864-0471 Email: kaubert@stpaulscathedralvt.org

AUSTIN, The Rev. Jean (05/23/1998) Interim Priest St. Luke's, St. Albans. 475 79 Walt's Way Hinesburg, VT 05461 482-2803 Email: revjaustin@yahoo.com

BALLARD, The Rev. Jim (06/05/2004) Deacon, St. Luke's, St. Albans. 139 Sanderson Road, Milton, VT 05468 (H) 893-7734 Email: jamesbmilton@adelphia.net

BARDOS, The Rev. Gordon (05/29/1982) (TAMARA) Retired. 9449 No. 110th Avenue, Sun City, AZ 85351 Email: gabardos@cox.net

BARRE, The Rev. James (06/10/1967) (CAROL) Retired. 904 Dolphin Court, Wilmington, NC 28403 (H) 910-798-1644 Email: jbarre@ec.rr.com

BAXTER, The Rev. Lisette (03/27/1984) (LARRY) Rector and Pastor, St. Andrew's, Colchester. 112 Lakewood Pkwy., Burlington, VT 05401 (H) 862-1213 (O) 658-0533 Email: revlisette@aol.com

BEEBE-BOVE, The Rev. Polly (07/14/1989) Retired Deacon. Three Cathedral Square # 2G, Burlington, VT 05401 (H) 862-2824

BENNETT, The Rev. Canon Thaddeus (10/15/2001) (GEORGE CONNELL) Priest in Charge, St. Mary's in the Mountains, Wilmington. 17 Lane Drive, Newfane, VT 05345 (H) 365-7269 Email: tbennett@dioceseofvermont.org

BERLENBACH, The Rev. Betty (5/22/1997) (JOHN) Retired. 1961 Plains Road, Perkinsville, VT 05151 (H) 263-9345 Email: lambfarm@sover.net

BOONE, The Rev. Arthur (06/02/1969) Retired Priest. P.O. Box 22452, Oakland, CA 94609 (H) 510-658-6608 Email: arboone3@yahoo.com

BORDEN, The Rev. Robert (07/14/2001) (LORI) Priest, Christ Church, Bethel. PO Box 425, Rochester, VT 05767 (H) 767-9040 Email: rborden-cvcoa@mindspring.com

BOYER, The Rev. Canon Donald (11/22/1958) (MARCIA) Retired. 1027 South Perry Road, Woodstock, VT 05091 (H) 457-1175

BOYER, The Rev. Marcia (07/01/1976) (DONALD) Retired. 1027 South Perry Road, Woodstock, VT 05091 (H) 457-1175

BRANNOCK-WANTER, The Rev. Christina (10/04/2000) (PAUL) Rector, St. James, Woodstock. 261 Route 5, Hartland, VT 05048 (H) 436-1210 (O) 457-1727 Email: stjames2@sover.net

BRANNOCK-WANTER, The Rev. Paul (7/30/2002) (CHRISTINA) Rector, St. Luke's, Chester. 261 Route 5, Hartland, VT 05048 (H) 436-1210 Email: stlukes@vermontel.net

BRAUN, The Rev. Elise (10/02/1991) (ROBERT) Retired Deacon. PO Box 1033, Stowe, VT 05672 (H) 253-8293

BROWN, The Rev. Dr. Reed (06/11/1963) (GAIL) Retired. 49 Brewer Parkway, So. Burlington, VT 05403 (H) 862-2049 Email: rhbrown@sover.net

BROWN, The Rev. Janet Kelly (06/02/1974) Psychologist/Certified Alcohol Counselor. PO Box 351 Jericho, VT 05465 (H) 899-1188 Email: janetkbrown88@comcast.net

BROWN, The Rev. Thomas (05/11/2000) (THOMAS MOUSIN) Rector, St. Michael's, 18 Bradley Avenue, Brattleboro, VT 05301 (H) 254-2002 (O) 254-6048 Email: tjbrown@stmichaels-vt.org

BRYAN, The Rev. Robert (04/15/1978) (GRETCHEN) Priest, St. Paul's Canaan. Box 296, West Stewartstown, NH 03597 (H) 603-246-3376 (O) 603-246-8822

CHADWICK, The Rev. Thora (01/01/1995) Vicar, St. Luke's Alburg. 276 Hildred Drive, Burlington, VT 05401 (H) 863-8036 Email: tlchadwick@adelphia.net

CHASE, The Rev. Benjamin (10/19/1973) Retired. 95 Worcester Village Road, Worcester, VT 05682 (H) 229-5452 Email: barchase@together.net

CHRISTIANSON, The Rev. Regina (11/29/2006) Transitional Deacon. 3164 Nebraska Valley Rd., Stowe, VT 05672 Email: gryphonhaven@pshift.com

COLLINS, The Rev. Diana L.G. (06/15/1993) (CHRISTIAN) Deacon, St. Paul's, White River Junction. 535 Woodbury Rd., Springfield, VT 05156 (H) 295-9600 (O) 603-650-7283 Email: dianacollins@vermontel.net

*COMEAU, The Rev. Molly (05/29/1982) (JOSEPH) Priest. 70 Poor Farm Road, Alburgh, VT 05440 (H) 796-3549 Email: mollycomeau@pivot.net

COOKE, The Ven. Catherine (08/24/1988) (ROGER) Archdeacon, Cathedral Church of St. Paul. (H) 864-4129 (O) 864-0471 Email: catherinecoake@burlingtontelecom.net

CORKLIN, The Rev. Stanley (08/10/2000) Retired. PO Box 2, Port Orford, OR 97465 (H) 541-332-0998 Email: corkpug@aol.com

*CRAMER, The Rev. Alfred (08/15/2000) (JANET) Retired. 47 Morningside Commons, Brattleboro, VT 05301 (H) 247-4750 (O) 254-5500 Email: aacramer@sover.net

CRANE, The Rev. Canon Peggy (05/31/1994) (MICHAEL COYNE)Retired. Box 64 Bellows Falls, VT 05101 (H) 463-1391 Email: mcrane@sover.net

CRAWFORD, The Rev. Dr. Lee Alison (07/29/1994) (ANNE BROWN) Rector, St. Mary's, Northfield. 203 South Main Street, Northfield, VT 05663 (H) 485-6011 (O) 485-8221 Email: lacinv94@aol.com

*CREWE, The Rev. Hayward (06/15/1958) Retired. 169 Woodhaven Drive Unit 2E, White River Junction, VT 05001 (H) 296-3798 Email: Hayward.B.Crewe@valley.net

DUBOIS, The Rev. Nancy (10/09/1988) (RICHARD) Retired Deacon. RR3 Box 384, Randolph, VT 05060 (H) 728-3706

DYSON, The Rev. Martha (02/18/1999) Priest. 11 Charles St., Montpelier, VT 05602-3604 (H) 223-1954 Email: mld07240@ccv.edu

EBERHARDT, The Rev. Timothy (01/04/1981) (MARY ELLEN) Rector. P.O. Box 278 St. John's, Randolph, VT 05060 (H) 728-5448 (O) 728-9910 Email: stjohns@innevi.com

*ELEY, The Rev. Gary W. (05/13/1973) (SIDNEY) c/o Eley Management Associates, 99 Swift Street Suite 305, South Burlington, VT 05403 (H) 864-0448 (O) 863-4463 Email: GaryEley@eyleymgt.com

ELLIS, The Rev. Russell (03/07/1956) (NANCY) Retired. 328 Shore Road, Burlington, VT 05408 (H) 862-4584

ELY, The Rt. Rev. Thomas C. (04/28/2001) (ANN) Bishop. 5 Rock Point Road, Burlington, VT 05408 (O) 863-3431 (F) 860-1562 Email: tely@dioceseofvermont.org

FARRELL, The Rev. Reid (07/21/04) (DALE WILLARD) Rector, Holy Trinity, Swanton. PO Box 273, Swanton, VT 05488 (O) 868-7185 Email: holytrinityrector@verizon.net

FLOYD, The Rev. Peter (02/20/1996) (PATRICIA) Retired. PO Box 444, Warren, VT 05674 (H) 496-9738 Email: peter@vtmorning.com

FREEMAN, The Rev. Robert (01/28/1973) (IVY) Retired. PO Box 6624, Rutland, VT 05702 (H) 773-1116

FULLER, SR., The Rev. Steven (11/19/2002) (JEAN) Priest, Bellows Falls Ministry Support Team. 10 South Street, Bellows Falls, VT 05101 (H) 463-4787 (O) 603-756-0958 Email: sjfullersr@hotmail.com

GARRETT, The Rev. Jane (06/11/1980) Retired. 206 Fairway Village, Leeds, MA 01053 (H) 413-584-2293 Email: jane.garrett@ecunet.org

GLEESON, The Rev. Terence P. (3/27/06) (DENNIS) Rector, St. Stephen's, Middlebury, 123 Juniper Lane, Middlebury, VT 05853 (O) 388-7200, Email: togleeson@verizon.net

GRATZ, The Rev. Paul (06/12/1971) (SUSAN) Interim, Slate Valley Ministry. 68 Church Street, Poultney, VT 05764 (H) 287-4189 Email: lpgratz1@comcast.net

HAAS, The Rev. Mary (06/07/2003) Deacon. Bellows Falls Ministry Support Team. PO Box 207, Alstead, NH 03602 (H) 603-835-6762

HALL, The Rev. David (10/15/1989) Rector, Christ Church, Montpelier. 64 State Street, Montpelier, VT 05602 (H) 229-1729 (O) 223-3631 Email: rector@christchurchvt.org

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HAWKINS, The Rev. Penelope (06/22/1988) (RICHARD FARRARA) Deacon, St. Peter's, Bennington. PO Box 492, N. Bennington, VT 05257 (H) 447-0409 (O) 442-5491

HAYWARD, The Rev. Dennis (11/06/1990) (DEB) Retired. 511 Rankinville Rd. Mabou, Nova Scotia B0E1X0 Canada Email: celticrector@gmail.com

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KINGDON, The Rev. Arthur (09/25/1992) (LINDA) Retired. 334 Oak Grove Road, Vassalboro, ME 04989 (H) 206-873-5647

LARCOMBE, The Rev. David (12/07/04) (SANDRA CARRILLO) 37 Premo Road, Roxbury, VT 05669 (H) 485-4370 Email: djlarcombe@hotmail.com

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*LAWSON, The Rev. Rolfe. (2/2/2005) Priest. PO Box 2045., Gansevoort, NY 12831 (H) 518-587-7360 Email: rlawson66@earthlink.com

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MALONEY, The Rev. Linda (03/04/ 2005) Priest in Partnership, Enosburg Falls. PO Box 294, Enosburg Falls, VT 05040 (H) 933-6260 Email: LMMaloney@CSBSJU.EDU

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MANSFIELD, The Rev. Mary R. (04/07/2000) (RICHARD) Rector, St. John's in the Mountains. 32 Woods Rd., No. Middlesex, VT 05682 (H) 229-4243 Email: revmrm@pshift.com

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MARQUESS, The Rev. Judith (01/03/2005) Deacon, St. Paul's White River Jct., 217 Woodhaven Dr., White River Jct., VT 05001 (H) 295-1722

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MCKNIGHT, The Rev. Jeannette (06/09/1981) Retired. 20 South St., Lyndonville, VT 05851 (H) 626-5075

MCLEOD, The Rt. Rev. Mary Adelia (11/01/1993) (HENRY) Bishop Retired. 301 Georgetown Circle, Charleston, WV 25314 (H) 304-345-3044 Email: VTBishop3@suddenlink.net

MCLEOD III, The Rev. Henry (01/24/1994) (MARYADELIA) Retired. 301 Georgetown Circle, Charleston, WV 25314 (H) 304-345-3044 Email: hmmcLeod@suddenlik.net

MEACHAM, The Rev. Carlyle (05/27/1988) (DONNA O'DELL) Retired. 112 W. State Street, Washburn, IL 61570 (H) 309-248-7201

MITCHELL, The Rev. John S. (10/15/1995) Rector, Zion, Manchester Center. PO Box 717, Manchester Center, VT 05255 (H) 362-8155 (O) 362-1987 Email: Zion7a@sover.net

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Commission on Ministry: Committee on Discernment

Over the past year, the Commission on Ministry, Committee on Discernment has focused on the following areas:

1. Orientation and review of the role of the Committee on Discernment. This year the Committee on Discernment welcomed 5 new members. This provided an opportunity for the committee to review and reorient our members to our task in this diocese in light of new and revised National Canons. The Committee worked with the Center for Career Development in Ministry from Dedham, Massachusetts in a workshop to develop skills for evaluating candidates for ordination. The Committee also reviewed mutual expectations with the Standing Committee with regard to canons pertaining to ordination.
2. Continued work of discernment with those called to Ordained Ministry. The Committee's primary work is evaluation of those discerning ordained ministry. This year the committee has engaged in this process with 14 individuals. We met as a full committee for our annual retreats in September and January and for our interview / discernment weekends in March and May. Committee members also regularly participated in subcommittee meetings in parishes with individuals, parish discernment committees and covenant groups, as well as meetings to incorporate National Canon revisions and Commission on Ministry Provincial meetings.
3. Partnership with the Ministry Developers to establish guidelines for Covenant Groups exploring ordained ministry. The committee focused time and energy in working with the ministry developers and the Committee for Christian Formation around developing a process of discernment for covenant groups in the Diocese of Vermont. This work is ongoing.
4. Update Discernment Handbooks to reflect revised National Canons and addendums. Changes in the National Canons and movements within the diocese have required updating Handbooks and other committee documents.

The Congregational Support and Resources Committee Annual Report:

7/01/06 - 6/30/07

The Congregational Support and Resources Committee of the Diocesan Council are responsible for evaluating grant applications for three funds: Initiatives II and III of the McClure Discipleship/Discovery 2000 Fund, and the Walter P. Irish Trust for assistance to congregations in small communities. During the past year we were able to award \$62, 071 to 24 congregations. Grant awards ranged in size from \$350 to \$12,000 and funded a wide variety of projects ranging from Biblical Storytelling training and Multi-Parish Adult Education to furnace replacements and roof repairs. During the past winter, we were able to respond to three true emergency requests for funds. In the spring, the committee met with Bishop Ely, Canon Bates and the Ministry Developers in order to establish a closer working relationship with the Ministry Developers Group.

Bob Halverson
Chair, CS&R Committee

Diocesan Council Activities

The Diocesan Council met 5 times since July 2006. During that time, Bishop Ely was on sabbatical from December to April.

Council met on July 14, 2006 Christ Church, Montpelier

Oversight and Audit

Oversight and Audit looked at Saint Michael's reports and deemed that their revised parochial reports necessitated a correction of their assessment. The reduction is \$6000. Saint Michael's, Brattleboro diocesan giving be reduced by this amount.

Assessment Task Force

The task force appointed by Bishop Ely defined a phenomenon named "bracket creep" Bracket creep has meant that a larger share of parish income goes to the diocese as the result of the brackets remaining the same. The amount assessed at the higher rates has increased.

There have been individual congregations who have experienced large increases in assessment from one year to the next. The formula is little understood by parishioners.

Net operating income has increased but the total assessment has increased even more. Bracket creep is even higher than the consumer price increase (CPI). CPI is \$1.30, net operating income (NOI) is \$1.59 and assessment is \$1.73 over the past ten years. In 1995 the effective assessment rate was 13.7%. In 2005 the effective average is 14.9%. It has provided additional income for the diocese but it also has raised parish giving.

Year over year change: increases of more than 10%, 30% of the time. Increase less than 10% 34% of the time. Decrease less than 10%, 24% of the time; decrease more than 10%, 12% of the time. Some changes can be traced back to clergy leadership transition.

The task force goal is to recommend a formula that is...

- simple and fair
- avoids bracket creep

- avoids large year-over-year increases
- maintains diocesan missions and programs
- is based on available and audited data

To get there the task force...

- reached out to congregations for input (34 congregations participated in structured discussions with task force members)
- reached out to other dioceses for formulae (at least 20 dioceses have responded with information; by convention, hope to present ten dioceses most like us and the New England dioceses)
- built different approaches to a new formula and how each one impacts the income:
- a formula that amends the brackets and rates
 - a formula that is a flat rate (10, 15, 20% e.g.)
 - a formula that has capped increases (what if the increase is capped 5 or 10%/year)
 - a formula that is based on average operating income from prior years (to avoid blips in the screen) and then apply cap, flat rate
 - a formula that takes the lowest of operating income and use bracket/flat rate

The task force recommends...

A flat rate of 15% based on parish net operating income

with a 10% cap on annual increase for any parish

with option (transitional) for any parish to pay based on the current formula if lower

The impact on diocese revenue is...

Growth in 2007 over 2006 with current formula, would grow by 6% = \$838620 (2006=79274)

With the 15/10, parish assessments grow by 3% = \$816968 (reduction \$21632)

With the lower option in place, parish assessments grow by 1% = \$797506 (reduction)

[Executive Council has \$792000 in the budget for 2007 so there is already a \$5506 difference.]

All congregations would be billed at the 15/10 plan and it would be understood that they could use the old formula without having to ask for an adjustment from O&A.

Assessment Task Force believes the 15/10 plan...

- maintains diocesan mission and programs — diocesan revenues will still grow but more slowly than in the past.
 - avoids bracket creep
 - avoids large year-to-year increases for parishes
 - and is simple and fair
 - and it is based on available and audited data.

Diocesan Development Minister: Report from Consultant Robert Uertz about a diocesan development minister. This recommendation is the culmination of a two-year process. (Discussion focused on supporting this position outside of the budget. What percentage of 'outside the budget' is fiscally sound? Executive Committee was clear with current revenues (parish and investments) that we could fund this position. The Hunt Fund has provided a \$50K amount for two years. It would cost \$350K for three years to fund this. If it can be funded for three years off-line, it would be enough time to reap benefits. Where does the additional \$250K come from? Possibilities are to go to the trustees to make an investment in the future (pull money out of the principle), or use part of the \$500K Paterson estate, which is an unrestricted fund.

This position can help the spiritual life of the people on the Diocesan Ministry Team, who

already have plenty to do. The overall plan would establish specific goals. Executive Committee recommends trying this out for a three-year period

Council should receive the report and accept its recommendations, support moving forward to the next steps as outlined in our contractual agreement with the Consultant in developing further detail to the plan and job description; and commit itself to seeking further funding for this position.

2007 Budget

Line 10: adjustment to 'bracket creep.' Executive Committee felt that in starting fresh with a new way of figuring diocesan assessments, the parish support should be flat in 2007 over 2006.

If the task force on college chaplain stays on its timetable, the position would be filled by July 2007. There is the belief that there are other funding streams out there that can help. (There always is the question of long-term funding.) They anticipate \$30K for the first half year.

There's \$10K in a special grant that can be applied here. There are serious questions about its sustainability.

Line 25: Living Stones is a consortium of 20 dioceses, involved in similar work settings developed around baptismal ministry. It is the only partnership of its kind that brings together dioceses. Vermont has been a member since 1998. Bishops have to participate in it and each diocese brings a case study.

Prayer group members: Leslie Bryant, Mary Ann Christian, Vic Horvath, Susan Ainsworth-Daniels, Terry Gleeson; Leslie and Susan to serve on the Executive Committee; no one agreed to serve on SPOT.

Mind group members: Susan Tobias, Steve Reynes, Blanche Cooper, Steve Fuller; Steve Reynes to serve on the Executive Committee (need one more representative); no one agreed to serve on SPOT.

Deed group members: Don Crofut, Barbara Hoar, Roy Morgan, Cheryl LeClair, Laurian Seeber, Scott Paul; Roy Morgan and Cheryl LeClair to serve on the Executive Committee; Roy Morgan to serve on SPOT.

Global Reconciliation Committee: committee will advise Council on allocation of the funds budgeted for the MDGs and they will serve as a focus for education about and action on the MDGs in congregations. A motion for the creation of a Global Reconciliation Committee passed unanimously.

Diocesan Fund Development Plan and the Position Description for the Diocesan Minister of Stewardship Development: moved that the Diocesan Fund Development Plan approved, carried unanimously.

Discussion followed on the position description. It was noted that the Trustees have approved the use of some endowment funds to partially fund the position over the next three years and there is additional funding committed from the Hunt Trust. The position description as presented was adopted. Motion passed.

Bishop Booth Conference Center and Rock Point Summer Conferences were discussed. moved to approve the proposal for shifting responsibilities for oversight and management of the RPSC to the Bishop Booth Conference Center. The BBCC will be hiring a full-time Program Director for all programming at the BBCC, including the summer camp. Motion passed.

Rock Point Board Strategic Development Plan report was received and accepted. This outlined setting out uses of parts of the property in ecologically sensible ways; working on a clear blueprint for use of various parts of the property. Rock Point is the largest piece of open space left in Burlington. The RPB has been and hopes to continue enjoying a good relationship with the community; security has been increased; and the schools use the property as well, and there are better police patrols. Motion passed.

Butterfield Loan Requests

BELLOWS FALLS: Motion to approve the Bellows Falls parish seeking \$12,500 to fix bell tower, at 3.9% interest, via Butterfield Fund was made by Barbara Hoar and seconded by Mary Ann Christian. This sum is half the cost of mold remediation. Recommended by the Loan Review Committee. Motion passed.

ESSEX JUNCTION: It was moved by Sister Lauren and seconded by Barbara Hoar to allow St. James, Essex Junction, to change its loan repayment terms to extend its loan for nine more months, paying the debt service only. Motion passed.

Moved to grant the Executive Committee authority to conduct Council meetings in the Bishop's absence, during his sabbatical. Motion passed.

Council met on January 20, 2007 at St. Paul's in White River Junction, VT

Canon Bates expressed her thanks to Roy Morgan for chairing the meeting. She referred to the synergy she was beginning to notice among the diocesan council work, the liaison system, the re-visioning of the diocesan Ministry Support Team, and the Strategic Plan. She reviewed the history behind the role of liaison and outlined the responsibilities as they were intended.

Canon's Report:

A written report was available. Jean MacDonald resigned as Vicar at Christ Church, Island Pond, as of December 31, 2006.

Lynn presented a PowerPoint review of the recent re-visioning of the diocesan Ministry Support Team, explaining the cutting edge nature of a shared episcopate and that we are writing the manual. Blanche Cooper felt the information will make it easier to explain the parish/diocese connection.

Treasurer's Report:

2006 Year-End Financial Report: Steve Smith reviewed the year-end figures. He noted areas that came in under-budget, including the Commission on Ministry, staff benefits due to the employment of two part time people rather than one full time. With a projected surplus, it was

decided not to take the Foster Bequest and part of the Patterson Bequest income which were included in the 2006 budget only if needed. Steve called attention to a new line item called Allowance for Doubtful Accounts for church assessments in arrears, which brings the year-end balance to zero.

motion to accept the year-end 2006 financial report passed unanimously.

Steve also noted the Bishop Booth Conference Center is no longer on the same insurance plan as parish and diocesan activities and is now covered under Camps and Conference Centers. There will be an \$8,000 increase in premiums reflecting increased liability; however, the coverage is better suited to the risk. No request for financial assistance has been made.

Congregations 2005 Audit Status: Steve reported for the Oversight and Audit Committee that several parishes do not have a complete 2005 audit (copy attached). It was suggested a letter be sent from Steve to the vestries (each member thereof) and clergy of the parishes involved expressing the concerns of Council, addressing the issue as part of stewardship, reminding them of the higher insurance costs to all when some are delinquent and offering non-financial diocesan resource assistance. A motion that the Diocesan Treasurer send such a letter was passed unanimously

Strategic Plan Oversight: Lynn reviewed the history and intention of the Strategic Plan Oversight Team (SPOT) which was created by Diocesan Council. She reminded Council that the Strategic Plan is a “living document.” Council members broke into Cluster Groups charged with answering the questions: does the SPOT continue to make sense; if not, how else can we oversee, celebrate and nudge our ministries?

The Deeds Cluster recommended sending a letter to each parish in a brightly colored envelope on stationery using the colors of the Strategic Plan for Growth and Ministry brochure asking simply “What is working for you?” Council could collate responses and send another letter three months later reporting those responses and asking another question. The purpose would be to update our knowledge of which areas are receiving the attention of the parishes and to let each parish know what is working in another. Council would use information gathered to learn how parishes are participating in the strategic plan.

Mind Cluster recommended using the liaison system to send a list of activities that have taken place around Vermont already. This would be an opportunity to build a relationship with the clusters, evaluate the living document, and determine if diocesan goals are realistic for churches. Agreement was expressed for Deed Cluster conclusions.

Prayer Cluster suggested reviewing the document by evaluating ourselves. Ask questions of the Cluster committee/commissions first then send a letter to the parishes.

Susan Tobias suggested and council agreed that, as we begin to contact the committees/commissions for which we are liaisons, we ask what is working in their parishes, what is fun?

Lynn recommended those chosen as SPOT representatives (Vic Horvath, Cheryl LeClair, and

Barbara Hoar) attend the next Executive Committee meeting to help plan, process, and bring a proposal back to Council at its March meeting.

Questions under consideration: How do we coordinate the information gained with Clusters and Council? How do we interface formation, liberation, communication, connection and celebration with Cluster groups?

Conference Attendance Policy and Report Form: The Executive Committee discussed and is recommending that individuals who attend conferences paid for from the diocesan budget be asked to send in a report. The policy and form will be reviewed at the March Council meeting.

Council met on March 24, 2007 at St. Stephen's, Middlebury

Deeds Cluster - Scott Paul reported difficulty in clearly defining collaborative leadership, and that its success seemed related to clarity of mission by constituent groups and parties. Noting that some structures currently in place supported collaboration, many parallel groups within the diocese seem little aware of the role or work of others. The Cluster suggested a simplification of what appear to be layers of bureaucracy which seem to impede collaborative efforts.

Mind Cluster - Steve Reynes noted a certain fuzziness with the meaning of collaborative leadership and suggesting that Council would benefit from more training in its purpose and expectations before members could serve as leaders in its efforts. The Cluster noted confusion about roles and mission of several parallel groups, and suggested that true collaborative leadership appeared to require the willingness to raise questions and speak the truth clearly so that Council could enter into critical review of ideas.

Prayer Cluster - Diane Rooney reported also noting a fuzziness in the definition of collaborative leadership. The Cluster noted clear collaboration between Bishop and Council, but that many parallel groups within the diocese seem disconnected from each other. The Cluster suggested that simplification in the number of committees and increased clarity in their mission would reduce the sense of being overwhelmed and perceived continual failure to stay abreast of all activity. They also noted a disconnect between diocese and parishes, with little awareness of diocesan mission and ministry at the parish level.

Scott Paul volunteered to compile the individual Cluster Group reports into a written document for submission to consultant Ann Holtz by April 15th. Scott Paul and Vic Horvath volunteered to represent Council at the collaborative leadership review meeting on April 28th.

Canon's Report

Lynn Bates presented a verbal report. She distributed the October 24, 2005 document detailing the purpose and work plan for the Cathedral Chapter (attached) noting the two Council positions on Chapter had yet to be filled. Jackie Connaway has been hired as full time administrative assistant at the diocesan office. Bishop Ely's first day back following sabbatical will be the April 3rd clergy day retreat and renewal of ordination vows at the cathedral. All are invited for the Eucharist and renewal of vows at noon. The bishop will be back in the office as of April 4th.

Treasurer's Report

Steve Smith distributed a financial report through February 28, 2007. Council had no questions on the financials.

Steve also reported the completion of the 2005 financial audits of both Diocese and Trustees. The auditors conducted their report and review with the Oversight and Audit Committee, Steve, Julie Giguere, and two Trustees. There is one qualification on the diocesan audit: the diocesan balance sheet does not report the value of physical plant and equipment. The diocese is in compliance with canons in its financial reporting, and this qualification is repeated each year by the auditors. There were no qualifications on the Trustees audit.

As a point of information Steve noted the total holdings of the Trustees and Diocese as approximately \$25 million (not including physical plant and equipment). Of this amount, approximately \$22 million is in the Unit Trust: approximately one third represents diocese and diocesan institutions; one third investments of Holy Trinity, Swanton; one third combined investments of other parishes.

A motion by Laurian Seeber and seconded by Donna Abramov to receive and accept the audits passed unanimously.

Continuing Business, part one

Steve Smith presented the proposed Post Conference Report to the Diocese, for use with those individuals or groups attending conferences at diocesan expense. Its intent is to document appropriate use of funds and to build a data base of individuals available as a resource to other groups or parishes. This form will be required of those attending conferences covered in the regular budgeting process, but currently exempts conference attendance funded through CS&R grants. Laurian Seeber suggested that the form be made available electronically, with this fact noted on the paper form.

A motion made by Laurian Seeber and seconded by Diane Rooney to accept the form as amended and begin its use passed unanimously.

Prayer Cluster - Diane Rooney reported the Strategic Plan is too large to take in or feel connected to, and might best be used as a model of what the diocese can grow into rather than as a check off list to track accomplishments. The Cluster suggests that Council work to review and simplify the Plan, and to develop an annual focus on a few key ministry areas to increase cohesion, communication and chance of success. The Cluster favors adoption of the proposed process for on-going review as it appears to remove the added layer of bureaucracy a free-standing SPOT team creates.

Deeds Cluster - Cheryl LeClair reported in reviewing the Strategic Plan against the list of committees under the Cluster's purview, they noted that some committees fit neatly into the plan, others fit into multiple sections of the Plan, and some do not fit in at all. The Cluster at first thought of adding to the Plan to better support existing mission, but instead favors a simplification of the Plan. The Cluster supports the proposed process for on-going review.

Mind Cluster - Steve Reynes also supports the proposed process for on-going review. The Cluster noted that the Plan seems more diocesan directed than parish directed, and supports a simplification of the Plan to make it more applicable to real parish situations.

There was consensus to follow the proposed process for on-going review of the Strategic Plan as a way to modify and simplify the Plan, and agreement that at the next meeting Council will review Key Ministry Area #1: Christian Education and Youth Ministry, as found in the Plan Matrix. This review will be conducted in Cluster Groups.

Steve Smith outlined the process for preparing the 2008 budget, distributing a budget form listing the individual or group responsible for submission of budget requests for each line item. Requests for initial budget askings will be sent to the individual or group identified, along with a list of Council liaisons. Once prepared the budget asking will be sent to the Council liaison, who will forward it to the Executive Committee member for their Cluster. The Executive Committee member will forward the requests to the diocesan office no later than May 1. Executive Committee will compile and review the first asking at their May 9th meeting, and bring a first asking budget to the May 19th Council meeting. The budget will be finalized by the September Council meeting for presentation at Diocesan Convention.

New Business

On behalf of the Executive Committee, Lynn Bates presented the March 7, 2007 memo from the Rock Point Board indicating their intention to draw down \$26,000 from the Institute Fund to cover additional expenses for connecting the farmhouse and summer camp area to city sewer lines. This line work will be available in the future for connecting the Bishops House to sewer lines. The Board does not need Council's permission to draw these funds, but seeks its concurrence.

A motion made by Laurian Seeber and seconded by Dorothy Wootton to indicate Council's concurrence with the RPB plan passed unanimously.

No loan requests were presented for review.

Steve Smith alerted Council that one outstanding Butterfield Fund loan of approximately \$100,000 is not being paid down, and has been in such status for some time. A sub-committee of the Diocesan Loan Committee met with the parish in question, and will soon report back to the full Committee, who may be coming to Council soon with the recommendation that the debt be forgiven.

Diocesan Council met May 19, 2007 at Church of the Good Shepherd, Barre

SPOT

Mind Cluster - Reid Farrell presented the thoughts from the group.

Deed Cluster - Cheryl LeClair presented illustrating the method to implement the Goals.

Prayer Cluster - Susan Ainsworth-Daniels-presented that the focal point was communication

Canon's report included a report on her mediation training.

Treasurer's report concerning 2007 budget through April 30th.. There is a \$25000 receivable owed by Bishop Booth Conference center.

Reid Farrell moved to adopt the treasurer's report and Barbara Hoar seconded which was unanimously approved.

2008 Budget First Asking Budget of 5/18/2007 was reviewed. The motion to approve the first asking budget made by Blanche Cooper and Seconded by Reid Farrell and unanimously approved.

New business

Blanche Cooper requested for the diocese to become a sponsoring member of United Valley Project by lending the Episcopal Diocese of Vermont. Blanche Cooper moved to lend our Diocesan name and seconded by Sister Laurian Seeber and unanimously approved.

Discussion of Canon 6 and 6a regarding the diocesan council.
Steve, Cheryl and Mary Ann Christian participated.

Discussion of the Strategic Plan.
-discussion of Key Ministry Area #1

Discussion of Proposed Anglican Covenant

Terry Gleeson presented the background of the Chicago- Lambert Quadrilateral 1888. Terry Gleeson, Laurian Seeber, and Susan Daniels-Ainsworth will present a paper:

Diocesan Loan Review Committee

Annual Report-2007

The DLRC met this past year three times, reviewing one loan request and reviewing one current loan in repayment. Both times, the committee decided to visit the parish involved and talk with them about their loan proposals.

Our job is to review the loan package and supporting documentation, then make recommendations and suggestion to the parish and forward our decision to Council for the approval. We completed recently the Butterfield Application checklist which we will use in reviewing loan requests.

Currently working on DLRC are the following: Kevin Bisaccio, Bennington; Tom Dyett, Manchester; Bob Torrey, Brattleboro; Ned McElroy, Wilmington; and Joanna Taylor, Arlington.

Respectfully submitted,
Joanna Taylor, Chair

Diocesan Study Program

2007 Annual Report

The Diocesan Study Program has graduated three classes from the two-year program, which supplanted the former three-year program. The most recent class finished their studies in the spring of 2007. In addition, a group of DSP graduates continued their study as “post-graduates,” focusing on a variety of topics in more depth. The monthly class meetings were held at Christ Church in Montpelier.

The DSP instructors were Anne Clarke Brown, The Rev. Lee Allison Crawford, and The Rev. John Morris.

In the future, the DSP will continue to be responsive to the needs of individual learners in the Diocese and to needs that might arise in terms of the Diocese’s mission and strategy. There will not be a new DSP class in the fall of 2007, but the possibility of a new class will be considered in 2008.

In addition to the two-year program, DSP has begun offering short-term classes and programs in parishes or Deaneries or regions of the Diocese. A “menu” of these offerings was mailed to all parishes in the fall of 2006 and will be re-published in the Mountain Echo in September. If a group or parish has a specific topic for study, it is possible for DSP to help design an appropriate program and arrange for instruction.

For more information about DSP, contact The Rev. John Morris at morrisvt@tops-tele.com or 802-439-6599 or 37 Thompson Road, East Corinth, VT 05040.

Episcopal Relief and Development

2007 Episcopal Relief and Development

ERD continues to respond to disasters in the US and abroad, partnering with local Episcopal and Anglican dioceses and churches as well as other faith based groups and international relief organizations.

In the USA many volunteers have gone to New Orleans and the Mississippi Gulf Coast to volunteer. USA Today reported in July that 18,303 Episcopal volunteers had served and helped restore 2,471 houses, ranking Episcopalians among the top 6 organizations responding to that continuing disaster. Volunteers are “Beacons of Hope” for the many depressed folks still living in FEMA trailers and struggling to secure financing through government programs. Local churches and the Dioceses of LA and Miss have established housing for volunteers and are well organized to maximize their efforts. This is estimated to be a ten year recovery effort! New Orleans folks fear they will be forgotten.

The ERD Network Meeting was held in New Orleans and Kristin Wood and Margy Zabriskie, VT Coordinators, saw first hand the efforts of ERD and partners in N.O. and the Gulf Coast.

Sandy and Margy volunteered for a few days and want to encourage others to come for this rewarding Christian service.

World wide, ERD has been in the forefront of Episcopal efforts to respond to the Millennium Development Goals (MDG's). ERD had established two broad goals about 4 years ago: food security and primary health, including AIDS, HIV, Malaria and TB. These goals encompass 7 of the 8 MDG's. The Gifts For Life Catalog and the Nets For Life (malaria) program promote these goals along with other undesignated monetary gifts from individuals and churches. The ERD website at er-d.org details many of the efforts operating in many developing countries.

Vermonters contributed \$264 thousand in '05 to ERD in response to the Hurricanes and Tsunami, natural disasters . In '06 the total was \$81 thousand. At the half year in '07 we have given \$32,256. The MDG's address the fact that many people suffer daily disasters in poverty, struggling for food, shelter and health. ERD aims to improve lives by providing the means for their development out of poverty, not just relief. Christ is calling us "to love and serve" the world. ERD provides us with a means to do that. Let's give those facing daily disaster our compassion and generous support.

All churches are encouraged to have an ERD representative to keep up with news relating to the MDG's and ERD. ERD reps can also help recruit volunteers for Katrina recovery work. It is important to get the reps name to Kristin or Margy so you get the appropriate mailings. Thank you to all who participate in supporting this important work of the whole Episcopal Church. We are available to assist your church, to speak about ERD and to thank you personally. Please contact us.

Submitted by Margy Zabriskie & Kristin Wood

Living Stones

2007 Annual Report

The Diocese of Vermont has long been a member of Living Stones, a partnership dedicated to providing mutual support for dioceses and other entities engaged in developing baptismal ministry. Each year we send a team to the annual meeting and present a case study about some project in baptismal ministry in Vermont.

In February of 2007 a team went to Spokane for the annual meeting, a time of mutual consultation and case study work. Vermont's case study focused on one congregation's experience in trying to follow the baptismal ministry development process of the diocese (that process and associated materials were the subject of last year's case study) .We invited reflection about the dynamics of the congregation, its work with ministry developers, and the leadership of the diocese in encouraging these ministries. Those attending found the conference helpful indeed.

The next meeting will be in February of 2008, and we the focus of that case is yet to be decided.

Respectfully submitted,
Diane Root, Living Stones coordinator for Vermont

Outreach & Social Justice

July 1, 2006-June 30, 2007

During the last year, Outreach and Social Justice has undergone a change in organization. A Committee on Global Mission, under the leadership of The Rev. Lee Crawford, was formed in October of 2006. This committee has met regularly throughout the year. In December I agreed to take over the Chair of Outreach and Social Justice and I have also served as a liaison to the Global Mission Committee. The focus of Outreach and Social Justice is on Domestic initiatives. Outreach and Social Justice has continued to work on the Initiative IV grants under the leadership of Stewart Pierson and Margy Zabriskie.

Respectfully submitted,
Laura Chase, Chair

Oversight and Audit Committee

2007 Annual Report

The Oversight and Audit Committee works to assure that adequate procedures are in place, and adhered to, regarding diocesan and parish financial audits, financial reporting, and funds management. To this end, the committee makes itself available to provide advice, guidance, and education to parish treasurers and audit committees.

The committee met several times throughout the year, while continuing to do some of its business by email. It reviewed and reported on the audits submitted by diocesan parishes for the year 2005 and accepted the 2005 audits of the Diocese and Unit Fund. An auditing firm has been engaged to perform the 2006 audit of these diocesan accounts. Committee members also participated in the diocesan workshops for treasurers that were held in Rutland and Montpelier in March of this year.

The percentage of parishes submitting audits to the diocesan office remains high and steps are being taken to continue the improvement of these results. Parishes are reminded of the Canonical requirement for an annual financial audit and of the need to have a current, approved audit on file in the diocesan office in order to be eligible for diocesan loans and grants.

Respectfully submitted,
James Harder, Chair

Report of the Pastoral Enrichment Coordinator

Convention Year 06-07

As I write this report, I begin the final days of this grant-funded ministry project of Pastoral Enrichment, a partnership between the Diocese of Vermont and the Episcopal Divinity School. As has been the case in all of the five years of the project, my ministry of Pastoral Enrichment was shaped by the collaborative work with the Diocesan Ministry Developers. Our work has centered within individual congregations, around administrative matters, and sometimes around

diocesan projects.

In this half-time position of Pastoral Enrichment Coordinator, I have traveled throughout the Diocese from my home office in St. Johnsbury. I work closely with three congregations who are exploring baptismal ministry. Much of the time spent has been building relationships, getting to know each other, and then figuring out what the parish may be called to do (and not do!). One parish has formed an active Covenant Group; two others are engaged in conversations about “second generation” Covenant Groups. All three want to develop models of ministry and mission that emanate from their renewed sense of baptism and the call to be active ministers with Christ. It continues to be my joy to walk alongside our congregations in this exploration.

This past year I continued to coordinate the monthly gathering of the clergy, in partnership with the Bishop, as well as the annual Clergy and Spouses/Partners Conference. I am grateful to the design team of Ms. Susan Gratz, the Rev. Joel Hill, and the Rev. Beth Hilgartner for their leadership of this Conference and advising me in some new directions for the future. Other larger-scale projects include my participation in the LifeCycles Collaborative and in the Living Stones Annual Meeting. Both of these projects are illustrative of our Diocese’s commitment to baptismal ministry not only in a local sphere with a congregation but also in the region, the diocese, and the wider church. This year, again, I was able to link our congregations with resources in other dioceses and to offer some resources and ideas to our Commission on Ministry, direct outcomes of my participation in the above-mentioned organizations. In turn, I offered to other dioceses the resources and tools we have been creating here in Vermont that are shaped by our theology of baptismal ministry.

This 06-07 program year also saw the start of the Companions Ministry Program. An extension of the work of the Ministry Developers, the ministry of the Companions is to walk with a congregation as the parish experiences change and transformation—change in clergy leadership, a conflict, need for a mutual ministry review, leadership development, for example. Companions, lay and ordained persons, were identified by the Diocesan Ministry Support Team and are currently completing their initial training. You will see and hear more about this new ministry program in the near future.

We do not yet know the future for the ministry position I hold. The grant from the Lilly Endowment, Inc. will end in December 2007. I do move into these final months, however, with optimism. And I give thanks: I am privileged to have so many gifted people as my colleagues in this Diocese, and I know God has good things in store!

Respectfully submitted,
Susan Ohlidal
Pastoral Enrichment Coordinator

**Report of Provincial Synod
July 1, 2006-June 30, 2007**

The Provincial Synod met on November 17, 2006 at Westborough, MA. This was the first meeting of our new executive director Susan Ohlidal and the first meeting of President Chilton Knudsen of Maine. We received reports from the president, vice president, executive director and treasurer. Lee Crawford reported on Executive Council which had just concluded its meeting in Chicago, along with a concurrent meeting (for anti-racism training) of General Convention Committees, Commissions and Boards.

One of Susan Ohlidal's first tasks as Executive Director was to review the existing networks in Province I. She had invited a number of network coordinators to report to the synod meeting. The treasurer presented the 2007 budget, which was tabled until the spring meeting because of unresolved questions. Lee Crawford, of the Nominating Committee, presented the slate of officers for election. Mrs. Marge Burke of New Hampshire was elected President and the Rt. Rev. James Curry, Bishop Suffragan of Connecticut was elected Vice President. The retiring president appointed a committee to review the provincial canons.

The Synod next met April 27, 2007 at St. Paul's Church Concord, NH. The president introduced the new treasurer who presented financial reports for the quarter ending March 31, 2007 and a revised Budget for 2007. Those reports were approved by the synod. Dennis Stark, Lay member of Executive Council, made a report of an informal audit showing the books to be in order. We heard reports from our Executive Council members Dennis Stark and Lee Crawford on the March 2007 meeting. Of particular note was Executive Council's approval of a resolution that states it will work with Episcopal Relief and Development and Jubilee centers to spread the use of insecticide-treated malaria nets throughout Africa, Central America and Asia. ERD will launch an "Inspiration Fund" to support this initiative.

Bishop Jim Curry reported on the recent House of Bishops meeting in Texas. Members of Synod then spent about an hour discussing the draft of "A Covenant for the Anglican Communion." In response to the draft Covenant the synod authorized member Lee Crawford to write a response on behalf of the synod, which was sent on to Executive Council as Province I's response. The vice president announced the appointment of new members of a provincial court of review.

Respectfully submitted,

Laura Chase, lay deputy
Lee Alison Crawford, clerical deputy

Rock Point Board of Directors

2007 Annual Report of the Rock Point Board

Major projects completed during the year were connecting the waste system for the farmhouse and summer camp to the City system.

This assures protection of the surrounding environment including the Lake; completion of a handicap assessable entrance at the Diocesan Office and with an entrance ramp.

We continue in our efforts to provide clear policies and procedures with easy access for future use as required.

Education programs our being enhanced and made available mainly in the area of the environment.

At the request of our Bishop a task group was initiated to provide the necessary insight into the future growth of BBCC. This was completed under the expert leadership of Dick Mansfield .The report concluded that the Rock Point Board must exercise its Canon defined role to provide assistance and guidance to the BBCC staff. This is being implemented by amendments to the by-laws which expands the role of the finance committee and the program and mission committee to provide consultation and support to the BBCC Director and Staff.

Respectfully submitted
Leman F. Bronson
President

Rock Point School

2006 - 2007

John Rouleau, Headmaster

Activities from July 1, 2006 to June 30, 2007

Rock Point School worked with a total of forty-three young people during the school year. Thirty-four finished their studies in June. The average enrollment was about thirty-four students. Twenty-five were from Vermont and neighboring states.

The twelve people who earned diplomas are:

Andrew Bauman	Delafield, WI	Lawrence University, WI
Shoshana Bernstein	Highland Park, IL	Wheelock College, MA
Douglas Himes	Sterling Hights, MI	Wooster College OH
Egan McGuire	Williston, VT	Johnson State College, VT
Nicole Miller	Palo Alto, CA	Fort Hill Community College, CA
Caitlin O'Connor	Littleton, NH	University of New England, ME
Kirsten Pratt	Montgomery Village, VT	Green Mountain College, VT

Robert Ronci	Grand Isle, VT	Community College of Vermont, VT
Emily Sichel	Barre, VT	Dean College, MA
Clayton Ward	Pope Valley, CA	Saint John's College, NM
Caitlyn Wilson	Houston, TX	St. Thomas University, TX
Ilana Wolff	Kensington, MD	Montgomery College, MD

We are very proud of the efforts and achievements of our young women and men and the support of the school community that helped channel their efforts to higher education. The graduation ceremony was very emotional and satisfying for all who attended. We look for continued success from these graduates as they work to fulfill the promise we witnessed at graduation.

Operating expenses for the year were approximately \$1,530,400. Private tuition and Endowment and Gifts provided the great majority of our funding. The school community was the grateful recipient of \$182,248 in individual donations and grants, of which \$7,525 was given by thirteen Vermont Parishes (an increase of 75% over last year. Thank you!) This was our fourth year for the Senior Initiative. This year's juniors and seniors raised over \$12,000 which they will use to replace all the washers and dryers in the laundry room with new, energy efficient machines. They will use any surplus money from the project to replace lights and light fixtures in the classrooms with new energy efficient fixtures and light bulbs.

The school continues to provide scholarship help to as many students as possible. This year the school awarded \$240,000 to ten students. Scholarship aid continues to be a priority for all of us: we greatly desire to provide a place for young people without regard to their financial situation. The school welcomes inquiries regarding participating in a Rock Point School Bequest Society. We hope this society will provide a way for people to provide long-term support for our scholarship funding.

Last year we completed fundraising for the Skoler Family Scholarship Fund. As satisfactory an accomplishment as that was, I am happy to report to you the equally satisfactory scholarship check for \$19,000 which the fund generated in its first year. We will continue to seek out ways to bolster our scholarship resources in coming years.

In everything we do, however, we keep in mind our mission:

to provide a small supportive educational community for teen-age girls and boys, where they can become successful students and learn skills for living in a community with peers and adults. The school is committed to providing the religious, educational, cultural, and recreational opportunities necessary to accomplish these goals.

We find strength and inspiration in playing our part in the larger mission of the Diocese and we welcome your prayers, your work and your gifts, all of which support the growth and success of the students in our care.

Respectfully Submitted,
 John Rouleau
 Headmaster

United Thank Offering Report

2006-2007

Dorothy Wootton and Donna Abramov are the new United Thank Offering Coordinators, appointed fall 2006. This UTO report includes information from November, 2006 to the present. As is the custom, two grant requests were submitted by the Vermont Diocese for UTO consideration. Canon Lynn Bates's application for the Vermont Campus Ministry-Diocese of Vermont (\$15,000), and Mr. Joe Tichansky's application for St. John's in the Mountains Episcopal Church for building replacement with expansion (\$12,500). The United Thank Offering Committee approved a partial award of \$8000 to St. John's in the Mountains for a walkway and handrail to the entrance of the newly constructed church.

An introductory letter was sent by the Vermont UTO Coordinators to all churches in Vermont. This was also a reminder for churches to plan a spring in gathering for UTO.

This past spring, a letter from the Province I United thank Offering Representative stated that offerings are down (probably due to many Episcopal projects requesting donations) but worldwide grant requests to UTO are up significantly. We hope that all the churches in Vermont will make an effort to have two in gatherings per year, spring and fall.

Thanks very much to those churches that donate on a routine basis, no matter how much they are able to do. Vermont has been the recipient of several grants in the past and it is important that we support all the positive efforts of UTO, to our State and worldwide.

Any questions about UTO should be directed to either Donna Abramov or Dorothy Wootton.

JOURNAL OF THE CONVENTION NOVEMBER 2 - 3, 2007

Bishop's Address

November 3, 2007

The Right Reverend Thomas C. Ely

With the encouragement of my sabbatical planning team, I used a portion of the sabbatical grant I received from the Louisville Institute to purchase a new digital camera before beginning my Sabbatical last December. They thought it would be a good idea for me to develop (no pun intended) a new interest during my sabbatical – and so photography became that new interest. I am glad that I paid attention to their advice. The point is not that I became a great photographer during my sabbatical – I didn't – although I certainly did become a prolific one. Instead the point was to cultivate an interest in something new in such a way that this interest might carry on past the end of the sabbatical. It worked! I carry my camera with me most of the time and I'm continuing to learn more about how to take good pictures.

This camera purchase and the joy it has brought me came to mind as I thought about my Convention Address this year. In the short time I have available this morning I want to share some pictures, some snapshots if you will, about the Diocese of Vermont through the metaphorical lens of the bishop's camera. Of course, I am not the only one in the diocese with a camera through which to look at our common life. Each of us is both a picture taker and a picture maker. Together our various impressions, reflecting our particular experiences in this diocese, create the album that is the Diocese of Vermont. This morning, I want to share a few of my pictures for that album.

The first picture is the one we are creating this weekend. What a joy and privilege it is to welcome our Presiding Bishop among us for this time of memory making and mission commitment. I suspect most of you are aware that this weekend marks the first anniversary of Bishop Katharine Jefferts Schori's investiture as the 26th Presiding Bishop of The Episcopal Church. Katharine, we are delighted that you have chosen to spend your anniversary with us as we celebrate the 175th anniversary of our diocese.

On May 31, 1832 John Henry Hopkins was elected as the first Bishop of the newly created Diocese of Vermont. This followed the formalities of Vermont's withdrawal from the Eastern Diocese, which had served as our ecclesiastical group home since 1811, along with Massachusetts, New Hampshire, Rhode Island and later Maine. From January 13, 1865 until his death on January 9, 1868, in the days when Presiding Bishops served by virtue of seniority, Bishop Hopkins also served as the eighth Presiding Bishop of The Episcopal Church and therefore, as you know, as one of your predecessors.

Your presence among us is a poignant reminder of our connection to the larger Episcopal Church. We celebrate that connection. Your presence also serves as a visible link between the global mission effort of our diocese and the larger Episcopal Church as we embrace the mission and funding priority established by General Convention related to the United Nations Millennium Development Goals. The powerful public forum you led yesterday and the Global Reconciliation Offering presented to you this morning from the congregations of this diocese clearly demonstrate our shared commitment to give ourselves over to the reconciling, transforming, liberating, jubilee justice vocation of Jesus. Your leadership in this regard is inspiring and we thank God for it.

My hope is that the picture we are creating this weekend – the picture of the Diocese of Vermont that I want the world to see – is of a diocese deeply committed to justice ministry, a place where the inclusive, embracing love of God reaches all and where all who seek to be faithful disciples of Jesus are empowered

for their ministry. Grounded in the promises of the Baptismal Covenant, we are a people who seek to pray the prayer of Christ, learn the mind of Christ and do the deeds of Christ in order that we might faithfully bear witness to the love of Christ both close to home and in places far away. We are a people of mission with much to offer and much to discover.

Continuing on with this theme of mission, the second picture I want to add to our photo album this morning reflects the gratitude I have for my recent sabbatical. The focus of my sabbatical was the global aspect of the vocation of the bishop. I had the wonderful opportunity to explore that theme in two very different and sacred parts of the Anglican Communion: the Diocese of Bor in Southern Sudan and the Diocese of El Salvador. The welcome I received in both places and the opportunities to learn about the church's mission in these two unique settings was the gift of a lifetime. Since returning I have tried to share some of what I experienced, and I am quite willing to do more. I have sought to call the people of our diocese to an ever deepening commitment to global mission engagement, and my heart is indeed glad that so many have responded with such generosity to that invitation. I look forward to continuing this focus of our common life and ministry.

Closer to home, I add next to our album a wonderful collage of pictures meant to reveal a diocese that is reaching out in countless expressions of local mission and ministry. Our five-year Diocesan Strategic Plan for Growth and Ministry is at the midway point. The themes of Formation, Liberation, Communication, Connection and Celebration continue to guide the work of diocesan committees and commissions, as well as the effort of the diocesan Ministry Support Team. These themes also provide the lenses through which I am able to view the tremendous mission and ministry being carried out in and through the congregations of our diocese. I see evidence of this local mission effort in your newsletters (I do read them), on your websites, and most of all in my face to face encounters with clergy and lay members of our diocese.

For me, the greatest joy of episcopal ministry continues to be the Sunday visitations and other opportunities I have to be present with members of this diocese; to see and hear about the joys, challenges, opportunities and struggles that are part of your lives as communities of faith. There is a generosity and tenacity to your commitment to be the church in each and every local community where The Episcopal Church is present. I thank God for that, and I thank you for that.

The 175th Anniversary Celebration of our diocese is yet another gathering theme for a collage of pictures I want to include in our photo album this morning. On June 2nd, we began our celebration with a wonderful liturgy at Saint Stephen's, Middlebury - the site of the Diocesan Convention in 1832 which elected Bishop Hopkins. A DVD of that celebration is available to all congregations. During the liturgy we premiered the hymn commissioned by the Anniversary Committee and authored by Judy Krum of Saint Peter's, Bennington. It was the hymn we sang as the entrance hymn this morning. I want to encourage you to use this hymn throughout the remainder of our anniversary celebration, along with the beautifully crafted Anniversary Collect.

In addition, our anniversary celebration has given birth to a new historical narrative by Elizabeth Allison, titled "To Have a Bishop of Our Own." Several new parish banners have been crafted, and thanks to the creative leadership of Dave Shuffleburg and Judith McManis we launched an ambitious artistic project to design and produce shields for each congregation that will serve to welcome each of us to this - OUR Cathedral. I hoped you noticed the first fruits of that effort as you entered the Cathedral Narthex. We need and want every community of faith represented on that welcome wall.

According to Elizabeth Allison, there were nineteen congregations in the diocese at the time of Bishop Hopkins election. Several are no longer active, but most are. I want to honor those congregations by asking any members present to stand when I mention the name of your church. Four congregations

present at the electing convention in 1832 are no longer active: Calvary Church, Berkshire; Trinity Church, Fairfield; Trinity Church, Pawlet; and Saint John's, Perkinsville.

The congregations continuing to this day include (please stand and remain standing as I read the list): Saint James', Arlington; Immanuel, Bellows Falls; Christ Church, Bethel (that's the "old" Christ Church); Saint Paul's, Burlington; Christ Church, Guilford (here the members of Saint Michael's, Brattleboro can stand); Zion Church, Manchester; Saint Stephen's, Middlebury; Saint John's, Poultney (members of Trinity, Poultney should be standing); Trinity, Rutland; Union Church, Saint Alban's (now known as Saint Luke's); Trinity, Shelburne; Grace Church, Sheldon; Saint Paul's, Wells; Saint Paul's, Windsor; Saint James', Woodstock. All disputes⁰ about this list are hereby referred to Elizabeth. Let's thank and congratulate these congregations for their long history in our diocese.

Looking ahead, the balance of our anniversary celebration includes participation in Vermont Day at the National Cathedral in Washington, DC, on March 30, 2008, and the conclusion of our 18 month celebration next year at this time when we gather for Diocesan Convention in Rutland – the site of Bishop Hopkins' first Convention. Along the way there will be some other opportunities to mark this important milestone in our life, even as we look forward to the future life and mission of our diocese.

One important question about that future will be before us later today. On our Convention agenda is consideration of a resolution that will help us take the next step toward an anticipated Capital Campaign. It has been over ten years since the last diocesan campaign and there are many pressing needs and even more wonderful opportunities that require the stability of our long term financial commitment. Our ancestors in the faith were very generous in their giving. The legacy we enjoy today is a direct result of their commitment. We have the same obligation and the same opportunity for those who will call us their ancestors in the faith. I hope you will support our moving forward in this effort.

No photo album of the Diocese of Vermont would be complete without a glimpse of the property and ministry of Rock Point. Most of you know it well, and for those of you who don't I want to extend the warmest invitation to come and visit and spend a bit of time there. Rock Point is home to Rock Point School, the Diocesan Office, the Bishop Booth Conference Center, the Bishops' House, a number of residents and a vast array of God's creation witnessed in plants and trees and animals. It is truly one of our diocesan treasures. The stewardship of that resource is a continuing challenge.

Currently, we are addressing some major financial challenges connected with the Bishop Booth Conference Center, as well as with the continuing maintenance and infrastructure at Rock Point. The Rock Point Board is attending to these concerns with the help of Diocesan Council and the Trustees. Modifications in industry regulations, insurance and the ever-changing landscape of camp and conference center ministry, along with higher fixed costs and years of deferred maintenance have all contributed to the current situation. There is a strong commitment to the future of the Bishop Booth Conference Center, but it will require our continuing and increasing financial support for this ministry to thrive.

The proposed Diocesan Budget for 2008 takes a small step in this direction, but more will be needed. New programming ideas are emerging and new marketing strategies are underway, but I would be less than candid if I didn't report my concern about all this. Gratefully, good people are working to turn this situation around, including those who minister at the Bishop Booth Conference Center and on the Rock Point Board. The best thing each of us can do is to support the programs of the BBCC, including the summer camp program, and use this facility as much as possible. It is a significant diocesan ministry worth our investment.

Next, allow me to include in our photo album this morning an expression of thanks to all the members of the diocesan Ministry Support Team. The diocesan Ministry Support Team serves as an extension of the

Bishop's ministry of oversight and support for the congregations of our diocese. We are currently in the process of interviewing the finalists for the new position of Minister of Stewardship Development, and so the picture of the team is about to change. I trust you will welcome this new member, and indeed all members of the team, into your congregations. We don't have all the answers. We don't even know all the questions, but we do have a commitment to partnership with you in the building up of this diocese and its congregations to the glory and service of God.

Likewise, I offer a picture-word of thanksgiving for the many ways in which so many of you share your time and talents in service to the larger church, both here in Vermont and beyond. I have been privileged to meet and work with some very gifted people in the course of these past six and a half years. I truly believe in the power and potential of collegiality and shared episcopacy and, with your help, I will continue to work toward a deeper expression of those goals in our mutual life and ministry as a diocese. The Baptismal Covenant includes the promise to "proclaim by word and example the Good News of God in Christ." We have Good News to share with the world. In our baptismal living we are heralds, with all the saints who have come before us, of God's Good News story of life and salvation. Discipleship is about living into that proclamation and trusting in the power of God's transforming love to move the hearts and minds and spirits of others to embrace the Paschal Mystery of life from death. My photo contribution to our diocesan album include countless expressions of that devotion and discipleship in your lives and ministries. Don't stop now!

Finally, I want to add to our Diocesan photo album an affirmation that we are part of a larger family, with a larger photo album. As members of the Episcopal Church and the Anglican Communion, we currently find ourselves in a place of challenge and some anxiety, due in large part to theological and ecclesial disagreements with regard to human sexuality. We have been in similar places before. Part of what is different this time is the reality of globalization, the challenge of information management and the pace with which we carry on conversations across the internet.

For example, I keep shaking my head and wondering how did the Windsor Report, a report that started out as a committee report, become in such a short time the sacred text and standard of "right" moral and ecclesial behavior that it is for many today! In my judgment, calls to be "Windsor compliant" are premature at best; and do a disservice to our Anglican heritage of faithful engagement with one another around complex issues and to the special Anglican charism of the *via media*, the middle way.

On this day when we remember in our liturgical calendar the great Anglican theologian, Richard Hooker, we would do well to take to heart the words of the collect appointed for his commemoration. "Grant that we may maintain that middle way, not as a compromise for the sake of peace, but as a comprehension for the sake of truth." As noted in the recent publication, *Communion Matters*, from the Theology Committee of House of Bishops; "Comprehension for the sake of truth has served us well. Perhaps it is our unique and essential charism as a Church."

In the spirit of that heritage, I will continue to labor for a church that is welcoming and inclusive of all in every aspect of its life, governance and ministry. In particular, this means that I will continue to champion the justice ministry toward full inclusion of gay and lesbian persons in our church, including their full access to all orders of ministry and the liturgical blessing of the church on the committed, life long relationships of gay and lesbian couples.

I do not mean this to the exclusion of those who are not able to embrace this movement in the theological and ecclesial development of the Episcopal Church. I remain committed to conversation and to living with theologically diverse points of view. I also remain utterly open to the power of the Holy Spirit who leads us into all truth, and trust that the Spirit will help us find ways to celebrate our common life with one another in Eucharist and through engagement in God's mission to a hurting and searching world.

Inevitably, some will choose to leave and find their spiritual home elsewhere. While the leaving taking of anyone from a community of faith is an occasion of sorrow, it may well be a needed move for the one who has chosen to settle elsewhere. Only time will tell, and so I think we are meant to be gracious toward those who do leave. On the other hand, some will be drawn into our fellowship because of what they see and hear and experience of the presence of God in our congregations. They may be coming from some other community of faith or from no community of faith, but likely always from a place of deep searching and longing. We are meant to be gracious to these as well and welcome them as companions on the way, inviting them to bring their stories, their own picture albums, into our midst and thereby let our story and our album expand.

Obviously there are many other pictures I could have chosen to highlight this morning. Throughout the day today some of those will become evident. Others will need to wait for another time and place. Suffice to say for now that I expect to keep on the lookout for more pictures to add to the album of this fantastic diocese as we discover and live into the fullness of what God is calling us to be. One hundred seventy five years is a good beginning but there is plenty more that awaits us and invites our engagement. Keeping the focus on our participation in God's reconciling mission is the best way I know for making sure that the pictures we have not yet taken will be among the most memorable.

Thank you for your faithfulness and zeal.

Faithfully,

+Thomas

MINUTES

Diocesan Convention 2007

The 216th Convention of the Episcopal Church in Vermont, being the 175th Annual Convention of the Diocese of Vermont, was called to order at 11:21 a.m. on Saturday, November 3, by the Rt. Rev. Thomas C. Ely, Bishop of Vermont, at the Cathedral Church of St. Paul in Burlington. Bishop Ely opened the Convention with prayer and greetings.

Report of the Credentials Committee

The Rev. Lisette Baxter, Member of the Credentials Committee, reported that at 10:00 a.m. there were 46 congregations registered and 70 of the 126 canonically resident clergy registered. A quorum was declared present for the Convention. The list of canonically resident clergy present and entitled to vote is part of this record. (see page 66)

Granting of Courtesy Seats

A motion was made to grant courtesy seats, with voice, to five members of the youth presence. The motion was seconded and passed. A motion was made to grant courtesy seats, without vote, to licensed clergy who are serving congregations in the Diocese in order that they may sit with their delegates. The motion was seconded and passed.

Election of the Recording Clerk for Convention

The Bishop introduced Sarah Gallagher as recording clerk. A motion was made to elect Sarah Gallagher as the recording clerk for Convention. The motion was seconded and passed.

Introduction of the Head Table

The Bishop introduced the Head Table: Chancellor and Parliamentarian, Thomas Little; Canon to the Ordinary, Lynn Bates; Secretary of Convention and Chair of Dispatch of Business, James Larkin; Recorder, Sarah Gallagher.

Introduction of New and Transferred Clergy

The Bishop then introduced new clergy: Regina Christianson, transitional deacon; Scott Neal, who has accepted call as Rector of St. James, Arlington, and whose ordination to the priesthood will take place on December 1, 2007, in Arlington; and Kenneth Hitch, who transferred to Vermont from Southern Ohio and is rector at St. James, Essex.

First time lay delegates stood and were welcomed.

Dean's Welcome

The Very Reverend Ken Poppe, Dean of the Cathedral Church of St. Paul, welcomed all clergy, delegates and visitors to the Cathedral. The Dean highlighted the six core values from the Cathedral's Long Range Plan: 1) We believe that Jesus is a way of life; 2) We believe in welcoming all people to God's church; 3) We believe worship is the core of our life in community; 4) We believe that God calls us to work for

social justice and to engage in community service; 5) We believe that lifelong Christian formation transforms us and sustains us on the journey; 6) We believe that our mission as Cathedral Church of the Diocese of Vermont is collaborative leadership. He also commended the Parish Symbols Project, a permanent display in the cathedral entrance of visible symbols of each parish in the diocese, and thanked David Shuffleburg and Judith McManis for their work on it. The Dean noted that Cathedral Square Corporation celebrated their 30th anniversary in September. The Corporation, begun by St. Paul's in 1977, provides affordable housing in 40 facilities throughout the state. Members of the diocese were also invited to talk to any Cathedral Chapter member about the Cathedral Without Walls programs – contemplative prayer, introduction to Christian Meditation, School for Teachers of Christian Meditation, Roots of Christian Meditation, Annual Quiet Day, guest preacher program, choral evensong, and Taizé workshops. Chapter members are Lynn Bates, Thomas Brown, Dennis Hayward, Neil Stout, Tanya Wallace and Bishop Ely.

The Bishop thanked the Dean and the Cathedral staff and volunteers for their work in hosting convention.

Housekeeping Announcements

Jim Larkin made various housekeeping announcements concerning voting procedures, and courtesy resolutions. Jim asked the members of the Resolutions Committee to stand: Nanci Gordon, Mike Austin, Jud Pealer, Jane Garrett, Gunnar Urang, and Laura Chase, Chair. Further announcements were made concerning lunch distribution, recycling, and transmitters for the hearing impaired. Members of the Accessibility Committee present to assist with hearing and other needs were asked to identify themselves.

Presentation of Agenda

Jim Larkin noted that the proposed agenda contained in the Convention packets has been altered slightly. The proposed order of business will be Nominations, Balloting for General Convention Deputies, Canons Committee Report, 2008 Diocesan Budget, Brookhaven Annual Meeting, Resolutions, other business. Convention will recess for lunch, followed by a one-hour time for conversation with the Presiding Bishop. *There was a motion to accept the agenda as presented. The motion was seconded and passed.*

Presentation of the Rules of Order

Jim Larkin presented the Rules of Order for this Convention as found in the packets. *There was a motion to accept the Rules of Order for this Convention as presented. The motion was seconded.* The Convention was reminded that the Rules of Order continue to allow for Convention to determine whether or not it will consider any new resolutions that may be presented today (a two-thirds vote will be required to do so). *The motion passed.*

Appointment of Tellers

Neal Robinson, Head Teller, presented the names of the tellers, who were then appointed by the Bishop to serve at this Convention. They are: Mary Carlson, Ian Ogelby, Linda Ballard, Debby Galbraith, Polly Larkin, Janet Smith, Stan Baker, Beth Ann Maier, Betty Packer, Donna Reidt, and Neal Robinson.

Legislative Process

Thomas Little, Chancellor and Parliamentarian, presented cautionary remarks on the legislative process, a review of the guidelines for discussion on the budget and resolutions, and suggested a time-limited

discussion on these items of 20 minutes for each item (with a 2-minute limit on individuals) that can be extended by motion of Convention. There were no objections.

Additional Nominations from the Floor

The Bishop asked if there were any additional nominations from the floor. Jenny Ogelby, delegate from St. James, Essex, nominated Bert Cicchetti for Ecclesiastical Court and biographical information was distributed. His nomination was seconded and there were no further nominations. There was a motion to close nominations. It was seconded and passed.

Additional Resolutions from the Floor

The Bishop asked if there were any additional resolutions from the floor. Lee Alison Crawford from St. Mary's, Northfield, presented a resolution commending the Executive Council of the Episcopal Church and copies were distributed. *The Bishop called for a motion to add the resolution to the agenda. The motion was moved and seconded, and passed.*

Report of the Nominating Committee

Polly Larkin, chair of the Nominations Committee, introduced the nominees for the positions to be filled by election at this Convention.

Neal Robinson, Head Teller, explained voting procedures, which started with the ballots for Deputy to General Convention, voted on by orders, and collected by tellers for counting.

There was a motion to have the secretary cast one ballot for all the persons nominated in uncontested elections, except Brookhaven Trustees. The motion was seconded and passed. The secretary then cast one ballot for the election of all nominees in uncontested elections, as noted below. The Bishop thanked all the candidates for their willingness to serve.

Diocesan Council: Lisa Eash, Scott Alan Paul, Nicole Stevens (all to 2009); Youth – Emily Adams, Victoria Zajac (both to 2008)

Ecclesiastical Court: The Rev. Mary Mansfield (to 2011), Bert Cicchetti (to 2011), The Rev. Carole Wageman (alternate, to 2011), Alban Richey (alternate, to 2011)

Oversight and Audit: The Rev. John Mitchell (to 2010), Alice Rouleau (to 2010)

Provincial Synod: The Rev. Lee Alison Crawford, Michelle Peattie (both to 2011), The Rev. Anita Schell-Lambert (alternate to 2011)

Rock Point Board: The Rev. Ken Hitch, Carol Hood-Cross, Robert Laidman, Jr. (all to 2010)

Rock Point School Trustees: Mark Archambault, Ann Guillot, Richard McGuire, Liza Rixon (all to 2010)

Standing Committee: The Rev. Don Morris, Alice Winn (both to 2011)

Trustees of the Diocese: Laurel Broughton (2014)

The Bishop thanked the Nominating Committee for their work and acknowledged those who have completed recent terms as elected diocesan leaders: Diocesan Council-Blanche Cooper, Barbara Hoar, Mary Ann Christian, Dorothy Wootton, Cheryl LeClair, Steve Fuller; Ecclesiastical Court-Lee Crawford; Provincial Synod-Laura Chase; Rock Point Board-David Walters; Rock Point School-Sister Elizabeth Candon, Ron Chesbrough; Standing Committee-Ann Cooper, Lee Crawford; 2006 GC Deputies-Gordon Bardos, Peter Galbraith, Jim Larkin. The Bishop also acknowledged the death of Joseph Board, a member of Diocesan Council from Zion, Manchester.

Other Reports/Announcements

The Bishop introduced Linda Howe who brought greetings from the Vermont Ecumenical Council & Bible Society.

Canons Revision Task Force Report

Tom Little, Diocesan Chancellor, member of the Canons Committee, and Chair of the Canons Revision Task Force reported on a proposed revision to the Canons 10A and 10B as distributed in the convention packet. A motion to amend the Canons as proposed was made. The Bishop advised that under Canon 37.1 of the Diocesan Canons, the proposed amendment is properly referred to the Canons Committee for consideration and to be reported on and brought to the next annual Convention for action. *A motion to refer the proposed amendment to the Canons Committee under the provisions of Canon 37.1 was made, seconded, and passed.*

Dismantling Racism Committee

The Rev. Nancy Vogele of the Dismantling Racism Committee announced a program to research the history of racism in various parishes. Vermont Day at the National Cathedral in Washington, DC, will be in March.

Education for Ministry

The Bishop acknowledged Education for Ministry in the Diocese. There are now three EFM groups in the Diocese, in White River Junction, Burlington, and Brattleboro. Leslie Black is the mentor in White River and Bev Barton and Katy Chaffee have graduated; Ann Ely and Tanya Wallace are mentors in Burlington, and Stan Baker, Barbara Gay, Gail Ernevad, Alice Van Buren and Jennifer Ogelby have graduated; Joel Hill is mentoring the Brattleboro program.

The 216th Convention of the Episcopal Church in Vermont, being the 175th Annual Convention of the Diocese of Vermont recessed for lunch at 12:22 p.m.

Following a lunch break and an hour of discussion with the Presiding Bishop, Katharine Jefferts Schori, the 216th Convention of the Episcopal Church in Vermont, being the 175th Annual Convention of the Diocese of Vermont was called back to order at 2:04 p.m.

Results of the First Ballot for Deputies to General Convention

The Head Teller presented the results of the first ballot to the Secretary of Convention who verified the results and reported to the Bishop. The Bishop reported that Thomas Brown, Lee Crawford, John Morris were elected as clergy deputies to General Convention on the first ballot.

Anne Brown, Nanci Gordon, Thomas Little, Jennifer Ogelby were elected as lay deputies to General Convention on the first ballot. Second ballots for the election of the remaining Clergy Deputy were distributed and collected by the tellers for counting.

Episcopal Relief & Development

It was reported that while overhead for ERD is about 18%, the National Church provides financial support for overhead costs which allows 98% of every dollar given to go to direct help.

2008 Budget

Diocesan Treasurer, Steve Smith, presented the 2008 budget. Steve pointed out that most anticipated budget questions are answered in the Narrative Budget. He reported that the budget is balanced, it continues all programs and ministries, it places the diocese more fully into its financial covenant with the National Church, it funds the Millennium Development Goals, it increases support for Rock Point and its programs by 15%, and it reflects the new assessment formula for parishes. Following discussion, a motion to adopt the budget was seconded and passed unanimously by the delegates.

Annual Meeting of the Incorporators of Brookhaven Home

At 2:22 p.m., a motion was made to recess Diocesan Convention and reconvene as the Annual meeting of the Incorporators of Brookhaven Home. The motion was seconded and passed.

President Diana Collins reported on the clinical and educational programs of the Home. A new large gymnasium has been completed and a bequest of \$123,000 will be used for seed money for a scholarship fund. Board By-Laws have been revised. The Home has an ever growing budget deficit with only 6-7 students. With a \$370,000 deficit, there have been 4 staff layoffs and the Home is looking at offering services to neighboring states and marketing to private payers. Dr. Brewster Martin and Joseph Anthony have died and will be greatly missed. Brookhaven is very special and members of the dioceses are encouraged to come and see this place that offers boys love and hope.

The Bishop thanked Diana for her service and dedication.

A motion to cast one ballot to elect the nominees for the Brookhaven Board, as noted below, was made and passed unanimously.

Brookhaven Trustees: Pam Macy, Dale Willard, Brett Murphy (all to 2010), and David Shuffleburg (to 2009)

At 2:29 p.m. a motion was made and seconded to adjourn the Brookhaven Annual Meeting. The motion passed.

The 216th Convention of the Episcopal Church in Vermont, being the 175th Annual Convention of the Diocese of Vermont was subsequently called back to order.

Results of the Second Ballot for Deputies to General Convention

The Head Teller reported that no candidate received a majority of the votes on the second ballot for Deputies to General Convention. Craig Smith and Reid Farrell subsequently withdrew from the election. Third ballots were distributed.

Resolutions

The Bishop called on Laura Chase, Chair of the Resolutions Committee, to present the resolutions.

A RESOLUTION CALLING FOR CLIMATE/CARBON NEUTRALITY ENERGY AUDITS

Resolved, that the 175th Convention of the Diocese of Vermont call upon each of its parishes to conduct an in-house environmental audit of its energy use, consumption patterns, and plant use management, and be it further

Resolved, that each parish be prepared to report by the 177th convention on its audit and its plan to address deficits in its local environmental stewardship, including a reports of its comprehensive energy use.

Proposers: The Rev. Anita Schell-Lambert and the Delegation from St. Peter's, Bennington; The Rev. Cn. Lee Alison Crawford and the Delegation from St. Mary's, Northfield; The Rev. Cn. Diane Root and the Delegation from Church of Our Saviour, Killington.

Explanation: 2006 General Convention Resolution C018, Environmental Stewardship (below), reaffirmed Resolution 1991-A195 that declares that Christian Stewardship of God's created environment, in harmony with our respect for human dignity, requires response from the Church of the highest urgency. In 2006, C018 also reaffirms 2000-A048 that encourag[es] all members, congregations, dioceses, and other church institutions to use environmentally safe and sustainable energy sources. 2006-C018 encourages all members, dioceses, congregations and other institutions to partner with Interfaith Power and Light, and to show respect for creation by reducing energy use through conservation and increased efficiency, and by replacing consumption of fossil fuels with energy from renewable resources. Congregations are urged to join Vermont Interfaith Power & Light (www.vtipl.org), which promotes energy conservation, energy efficiency and renewable energy, and conducts energy audits for congregations. One way to reduce emissions that has proven to be successful is to work together in groups called "Eco Teams" of five to eight households using a workbook called "Low Carbon Diet: A 30 Day Program to Lose 5,000 Pounds." A leader from Vermont Interfaith Power & Light visits a congregation and gives an introduction to the workbook and helps organize Eco Teams.

The Diocese of Massachusetts has passed a like resolution. The religious community must do its part to increase its efforts to address global warming.

The Diocese of Vermont needs every congregation in this effort as the resolution requests. The goal of the diocese and its parishes is to have every congregation reduce its energy consumption and its greenhouse gas emissions as much as possible, as soon as possible. Ultimately, together, we can set and meet a goal to achieve carbon (or climate) neutrality, a day when we will consume no fossil fuel. There are practical steps that each congregation can take to achieve this objective.

- Go to www.vtipl.org and click on their "Taking Action" page, and follow "Ten Steps Vermonters Can Do To Stop Global Warming." On their links page, there are also useful organizations.
- Contact Efficiency Vermont (www.encyvermont.com) for an energy audit to show you how worthwhile it is to insulate and to seal windows, doors, and hatches.

A checklist as well as contact information will be available on the diocesan website. Undertaking an energy audit will entail some upfront costs. Small grants will be available from the McClure Discovery 2000 or Irish grant funds.

2006 General Convention Resolution C018: Environmental Stewardship

Resolved, That the 75th General Convention of the Episcopal Church recognize that the use of fossil fuels harms air quality and public health and is contributing to changes in the global climate that threaten the lives and livelihoods of our neighbors around the world; and be it further

Resolved, That the Convention affirm that our Christian response to global warming is a deeply moral and spiritual issue; and be it further

Resolved, That the Convention reaffirm Resolution 1991-A195, adopted by the 70th General Convention, declaring that Christian Stewardship of God's created environment, in harmony with our respect for human dignity, requires response from the Church of the highest urgency; and be it further

Resolved, That the Convention reaffirm Resolution 2000-A048, adopted by the 73rd General Convention, encouraging all members, congregations, dioceses, and other church institutions to use environmentally safe and sustainable energy sources; and be it further

Resolved, That the Convention acknowledge with praise and appreciation the work of Interfaith Power and Light, a non-profit initiative that helps congregations, religious institutions and others work for a more just, sustainable and healthier Creation (website of Interfaith Power and Light, www.theregenerationproject.org); and be it further

Resolved, That the Convention encourage all members, congregations, dioceses, and other church institutions to consider prayerfully whether to partner with Interfaith Power and Light by incorporating respect and care for Creation into programs of worship and education, by reducing energy use through conservation and increased efficiency, and be replacing consumption of fossil fuels with energy from renewable resources

Explanation

The direct health effects of fossil fuel combustion are well known – whether the emissions come from tailpipes of cars or the smokestacks of power plants. The skyrocketing incidence of asthma among young people, especially in urban areas, the pulmonary damage caused by urban smog, and acid rain are examples of these effects. It is also increasingly clear that humanity's use of fossil fuels is causing the world to warm. Climate changes are already apparent, and the increased intensity of hurricanes is one predicted effect. These changes in many cases are having direct and harmful impacts on the two-thirds of humanity who depend on natural resources for their livelihoods. As each of us is responsible for the use of fossil fuels through transportation and electricity consumption, each of us must consider how to ameliorate the damage we are causing to our environment and our neighbors.

A motion was made and seconded to adopt the resolution as presented. Following discussion and questions, the resolution was adopted unanimously.

A RESOLUTION TO MERGE ST. THOMAS' AND GRACE CHURCHES

Resolved, this 175th Convention of the Diocese of Vermont does hereby acknowledge the desire of the members of the Parish of St. Thomas' Episcopal Church, Brandon, and the members of the Mission, Grace Episcopal Church, Forestdale, to merge and form one Parish to be known as St Thomas & Grace Episcopal Church. The Convention acknowledges receipt of the minutes of a meeting of the combined Vestry of St. Thomas' Episcopal Church and Grace Episcopal Church held on May 14, 2007, recording the unanimous vote expressing this desire. The Convention also acknowledges receipt of the minutes of the Grace Episcopal Church congregational meeting held on June 3, 2007, recording unanimous approval of the dissolution of Grace Episcopal Church as a Mission of the Diocese of Vermont and transferring its real estate, investments and furnishings and other personal property to, and its merging into, St. Thomas' Episcopal Church, Brandon. The Convention further acknowledges receipt of the minutes of the special Parish Meeting of St. Thomas' Episcopal Church, Brandon, held on June 3, 2007, recording unanimous approval of such dissolution, transfer and merger, and of the transfer to the Trustees of the Diocese of Vermont of any real estate of St. Thomas' Episcopal Church not already so titled.

Be it further resolved that, pursuant to the Constitution and Canons of the Diocese of Vermont and of The Episcopal Church, this 175th Convention of the Diocese of Vermont gives its consent to (i) the dissolution of Grace Episcopal Church as a Mission Church of the Diocese of Vermont, (ii) the transfer of all of its real estate, investments, and furnishings and other personal property to St. Thomas' Episcopal Church for use in the continuance of the mission of the Diocese of Vermont and of The Episcopal Church, and (iii) the merger of Grace Episcopal Church into St. Thomas' Episcopal Church which shall thereafter be known as St. Thomas & Grace Episcopal Church, all effective upon the convening of the 2008 Annual Parish Meeting of St. Thomas' Episcopal Church, currently scheduled for January 20, 2008.

Proposers: Members of the Parish Church of St Thomas, Brandon, and the members of the Mission Church, Grace, Forestdale.

A motion was made and seconded to adopt the resolution as presented. Following discussion and questions, the resolution was adopted unanimously.

A RESOLUTION ESTABLISHING MINIMUM CLERGY COMPENSATION

Resolved, That the 175th Convention of the Diocese of Vermont approve the recommendation of the Diocesan Council that the minimum full time stipend for clergy in the Diocese of Vermont be increased by 2.5% for the year of 2008 to \$35,190, and that travel allowance be reimbursed at the current IRS standard.

Proposer: Diocesan Council

Explanation

Canon 6.7 of the Episcopal Diocese of Vermont requires that Diocesan Council review the minimum stipend for full-time equivalent clergy and the travel allowance and make recommendations to the Convention. Such a minimum shall be binding on all parishes and missions upon ratification of the Convention. A 2.5% increase reflects the average of the current Cost of Living Adjustment (COLA) of the Northeast Urban Index and the United States All Cities index.

According to the Church Pension Fund (The 2004 Church Compensation Report," reflecting 2004 data), the national average median compensation for full-time Episcopal clergy was \$60,000, up from \$58,818 in 2003. This figure includes cash stipend, fair-rental value of housing, utilities and payment of one-half of the Social Security/Medicare (SECA) tax.

Approval of this resolution will change the Beginning Level, Type II minimum cash stipend from \$34,332 to \$35,190, thus raising the minimum full-time compensation package to approximately \$49,247 [\$35,190 cash stipend, plus housing and utilities of \$10,557* (at 30% of cash), plus SECA of \$3,500 (at 15.3%/2 of cash, housing and utilities)].

*This figure is based solely upon the Church Pension Fund formula for calculating housing. It may in fact not reflect an accurate amount based on the actual expenses for housing and utilities in Vermont.

A motion was made and seconded to adopt the resolution as presented. Following discussion and questions, the resolution was adopted unanimously.

A RESOLUTION TO ESTABLISH A PROCESS FOR DETERMINING MINIMUM CLERGY COMPENSATION FOR CLERGY EMPLOYED LESS THAN FULL-TIME.

Resolved, That the 175th Convention of the Diocese of Vermont recommend to the congregations of the diocese the adoption, with the next four years, of the following procedure for determining minimum clergy compensation for clergy employed less than full time.

First, that a “full-time equivalent” minimum compensation amount shall be determined, this amount being the minimum compensation that would result from the application for the process defined in the resolution approved by the 2006 Diocesan Convention titled, “Establish a Process for Determining Minimum Clergy Compensation,” if the cleric were employed full-time instead of less than full-time.

Second, that a “percentage of full-time” be determined, where the numerator is the units or hours per period to be worked by the cleric and the denominator is the units or hours per period that a full-time cleric would work.

Third, that minimum cash compensation for the part-time cleric be the product resulting from multiplying the “full-time equivalent” minimum compensation amount by the “percentage of full-time.”

Fourth, that the minimum cash salary be adjusted annually to reflect the Cost of Living Adjustment (COLA) based on an average of Consumer Price Index (CPI) of Northeast Urban Index and the United States All Cities Index as published by the U.S. Department of Labor, or as determined by Diocesan Council, pursuant to Canon 6.7.

Fifth, that in addition to cash salary, an annual housing equity allowance be provided for any cleric living in church furnished housing, the allowance to be at least the product of multiplying the “full-time equivalent” percentage by the minimum annual housing equity allowance for full-time clergy as determined in accordance with the 2006 Diocesan Convention titled, “Establish a Process for Determining Minimum Clergy Compensation.”

Sixth, that health and dental insurance be provided as though the cleric were full-time for any cleric whose “percentage of full-time” is 50% or more.

Seventh, that pension be provided in accordance with the Canons of the Episcopal Church.

Eighth, salary compensation for professional expenses, vacation time, holidays, continuing education, and sabbatical leave shall be provided at the salary rate as determined by Items 1 - 3 above. Time allowed for these shall be as provided by the parish or diocesan canons.

Proposer: Diocesan Council

Explanation

While the Diocese of Vermont has a clear process for determining norms for minimum compensation for clergy employed full-time, the current compensation policy for clergy employed less than full-time is vague. This resolution provides a procedure for determining minimum compensation for part-time clergy. It is heavily reliant on the resolution passed by Diocesan Convention in 2006 entitled, “Establish a Process for Determining Minimum Clergy Compensation,” which resolution is fully reproduced below.

A Resolution to Establish a Process for Determining Minimum Clergy Compensation (Adopted by Diocesan Convention on October 28, 2006)

Resolved, That the 174th Convention of the Diocese of Vermont recommend to the congregations of the diocese the adoption, within the next five years, of the following norms for determining minimum clergy compensation:

- that cash compensation be based upon credited years of service in church ministry as established by the Church Pension Fund employing the Schedule of Mandatory Minimum Cash Salaries (see below),

- that the Mandatory Minimum Cash Salaries be adjusted annually to reflect the Cost of Living Adjustment (COLA) based on an average of Consumer Price Index (CPI) of Northeast Urban Index and the United States All Cities Index as published by the U.S. Department of Labor, or as determined by Diocesan Council pursuant to diocesan Canon 6.7 [portion in italics added as an amendment].
- that in addition to the cash salary, an annual housing equity allowance of at least seven percent (7%) of the Year 1/Level 1 from the Schedule of Mandatory Minimum Cash Salaries be provided for those clergy living in church furnished housing; and be it further

Resolved, That comparative information on compensation and benefit levels and practices among the parishes be available and be provided annually to the Bishop and the Diocesan Council. The Diocesan Council shall report to Convention on the compliance with existing standards, and may initiate conversations with any parish vestry in the Diocese, when, in the Bishop's discretion, this is deemed advisable.

Proposer: Diocesan Council

Explanation

Canon 6.7 of the Episcopal Diocese of Vermont, requires that Diocesan Council shall review the minimum stipend and travel allowance of the Clergy* of the Diocese and shall recommend the same to Convention with regard to proper support of the [ordained] ministry.

This resolution seeks to provide for justice and equity for ordained priests in a system within which one does not normally work to get an increase in pay.

This resolution would replace the current compensation minimums based on Church Types with a schedule based on a combination of years of ordained service and the annual budget of the parish divided into two Levels. We believe that this is a more equitable way to compensate clergy since there is no provision in the current system to guarantee increases in clergy salaries that recognizes additional years of experience or that rewards merit.

Clergy living in a rectory do not acquire equity in the property over time. An annual equity allowance of 7% of the minimum for Year 1/Level 1, would yield a sum that would offset, either partially or totally, the cost of a down payment for a house. The housing equity allowance amount for 2007 would be \$2,403. The method for disposal of this allowance would be left to the discretion of the cleric so that it may be used in the way most beneficial to the cleric.

Regarding the publication of compensation information, to successfully implement a diocesan-wide standard of clergy compensation it is necessary that compensation information be available to the Diocesan Council so that it can address any instances of non-compliance. This information can also be useful to parish vestries as they work toward bringing their compensation package into compliance, or as they enter into a discernment process to call a new priest.

The Diocesan Council recognizes that meeting these standards will present significant challenges to some parishes. Yet it is our hope that each parish will examine not only their ability to pay their clergy, but also consider the financial welfare of their clergy.

* References to "clergy" in this resolution and in the Canons refer primarily to ordained priests in paid church positions, since in the Diocese of Vermont, deacons do not generally receive stipends.

Schedule of Mandatory Minimum Cash Salaries for 2007 #

Years of Ordination		Level 1*		Level 2**
1	\$	34,332	\$	38,647

2	\$	34,881	\$	39,265
3	\$	35,439	\$	39,893
4	\$	36,006	\$	40,531
5	\$	36,582	\$	41,180
6	\$	37,167	\$	41,839
7	\$	37,762	\$	42,508
8	\$	38,366	\$	43,188
9	\$	38,980	\$	43,879
10	\$	39,604	\$	44,581
11	\$	40,238	\$	45,294
12	\$	40,882	\$	46,019
13	\$	41,536	\$	46,755
14	\$	42,201	\$	47,503
15	\$	42,876	\$	48,263
16	\$	43,562	\$	49,035
17	\$	44,259	\$	49,820
18	\$	44,967	\$	50,617
19	\$	45,686	\$	51,427
20	\$	46,417	\$	52,250

#The annual increase in minimum cash salaries represents an increase of 1.6%

* Level 1 represents parishes with annual budgets below \$143,000.

** Level 2 represents parishes with annual budgets of \$143,000 and above.

These two Levels were established based on the four parish Types approved by the 2004 Convention.

Annual Cost of Living Adjustments for 2004-2007 have been applied to the old Type II and Type III to come up with the parish budget figures for the new Level 1 and Level 2, respectively.

A motion was made and seconded to adopt the resolution as presented. Following discussion and questions, the resolution was adopted.

**A RESOLUTION TO ESTABLISH A CAPITAL CAMPAIGN COMMITTEE FOR THE
DIOCESE OF VERMONT**

Resolved, That the 175th Convention of the Diocese of Vermont authorize the Bishop, in consultation with Diocesan Council, to establish and appoint a Diocesan Capital Campaign Committee for the purpose of determining the feasibility and timing of the next Diocesan Capital Campaign and to report its recommendations to the 176th Diocesan Convention; and, be it further

Resolved, That the Bishop and Diocesan Council appropriate from available funds the reasonable costs associated with the work of this committee, including costs associated with a feasibility study.

Proposers: Bishop and Diocesan Council

Explanation

The last Diocesan Capital Campaign was conducted from 1995 to 1997. The campaign goal was \$1.6 million and the campaign raised nearly \$1.5 million. Through this campaign the McClure Discovery 2000 initiatives were established and the Bishop Butterfield Loan fund was nearly doubled. The fund value in each of the initiatives has grown, while nearly \$500,000 worth of grants has been awarded to congregations and groups. Every congregation in the Diocese of Vermont has benefited from these funds.

Today there is a continuing opportunity and need to add to these funds in order to build upon the good work being accomplished through these funds in the congregations of our diocese. There are significant deferred maintenance and capital improvements needs at Rock Point. There is a need to ensure the future financial stability of the diocese through an increase in diocesan endowment funds. There is interest in establishing a new Global Mission Fund initiative to build up our capacity to respond to needs throughout the world. There is interest in advancing our ministry involvement with college students and young adults. There is a need to examine other future ministry opportunities.

A motion was made and seconded to adopt the resolution as presented. Following discussion and questions, the resolution was adopted.

A RESOLUTION COMMENDING THE EXECUTIVE COUNCIL OF THE EPISCOPAL CHURCH

Resolved, That the 175th Convention of the Diocese of Vermont commend the Executive Council of the General Convention of The Episcopal Church for its resolution NAC 026, which reads as follows:

Resolved, the Executive Council of the Episcopal Church, meeting in Dearborn, Michigan, expresses its appreciation to the House of Bishops for undertaking the monumental task of trying to clarify the conflict between the canons of the Episcopal Church and the demands raised by the Dar Es Salaam communiqué, and be it further

Resolved, the Executive Council affirms with the House of Bishops the essential and renewed study of human sexuality as noted in the “listening process” of the Lambeth Conference of 1998, and be it further

Resolved, that the House of Bishops’ statement exacerbated feelings of exclusion felt by many of the lesbian and gay members of our church by defining Resolution B033 from the 75th General Convention to include lesbian and gay people, and be it further

Resolved, that by calling particular attention to the application of B033 to lesbian and gay persons, it may inappropriately suggest that an additional qualification for the episcopacy has been imposed beyond those contained in the constitution and canons of the church, and be it further

Resolved, that while B033 focuses on the consent process for bishops, the broader impact is to discourage the full participation by lesbians and gay persons in the life of the church and enshrine discrimination in the policies of the Episcopal Church, and be it further

Resolved, that the Executive Council acknowledge with regret the additional pain and estrangement inflicted on lesbian and gay members of the church, and we pledge to work toward a time when our church will fully respect the dignity of every human being in all aspects of the life of our church, and, be it further

Resolved, That this resolution be forwarded by the Secretary of this Convention to the Secretary of General Convention.

Proposers:

The Rev. Thomas J. Brown

The Rev. Canon Lee Alison Crawford
(member of Executive Council)

The Rev. Gordon Bardos

The Rev. Diane Root

The Rev. John Morris

Anne Clarke Brown

Stannard Baker

(All served as members of the 2006 General Convention Deputation from Vermont)

Explanation

General Convention 2006 passed Resolution B033, which states:

Resolved, That the 75th General Convention receive and embrace The Windsor Report's invitation to engage in a process of healing and reconciliation; and be it further

Resolved, That this Convention therefore call upon Standing Committees and bishops with jurisdiction to exercise restraint by not consenting to the consecration of any candidate to the episcopate whose manner of life presents a challenge to the wider church and will lead to further strains on communion.

The House of Bishops, at meeting in New Orleans, September 20-25, 2007, issued the following statement ([A Response to Questions and Concerns Raised by Our Anglican Communion Partners](#)), the summary of which reads:

- We reconfirm that resolution B033 of General Convention 2006 (The Election of Bishops) calls upon bishops with jurisdiction and Standing Committees “to exercise restraint by not consenting to the consecration of any candidate to the episcopate whose manner of life presents a challenge to the wider church and will lead to further strains on communion.”
- We pledge as a body not to authorize public rites for the blessing of same-sex unions.
- We commend our Presiding Bishop's plan for episcopal visitors.
- We deplore incursions into our jurisdictions by uninvited bishops and call for them to end.
- We support the Presiding Bishop in seeking communion-wide consultation in a manner that is in accord with our Constitution and Canons.
- We call for increasing implementation of the listening process across the Communion and for a report on its progress to Lambeth 2008.
- We support the Archbishop of Canterbury in his expressed desire to explore ways for the Bishop of New Hampshire to participate in the Lambeth Conference.
- We call for unequivocal and active commitment to the civil rights, safety, and dignity of gay and lesbian persons.

The bishops' statement goes on to say, “The House acknowledges that non-celibate gay and lesbian persons are included among those to whom B033 pertains.”

The October 28, 2007 Executive Council resolution NAC 026 points out how the House of Bishops' statement goes beyond the language of B033 in a way that challenges the canons governing the ordination process. Title III, Canon 1, Section 2, states, “No person shall be denied access to the discernment process for any ministry, lay or ordained, in this Church because of race, color, ethnic origin, national origin, sex, marital status, sexual orientation, disabilities or age except as otherwise provided by these Canons.” While canon also states that, “No right to licensing, ordination, or election is hereby established,” the bishops' statement effectively precludes one particular class of people from full participation in the election and ordination process. It has also exacerbated the pain caused by passage of the original Resolution B033.

The Executive Council resolution commends portions of the bishops' statement, as do the proposers of this resolution. It also highlights the contradiction implicit in the bishops' statement of, on the one hand denying consent to episcopal election and full inclusion in the sacramental rites of the church to partnered lesbian and gay Episcopalians, and on the other hand calling for commitment to their civil rights, safety and dignity. The proposers of this resolution, all of whom actively participated in General Convention 2006 as deputies or first alternate deputies, are asking this 175th Diocesan Convention to go on record in support of the Executive Council's action.

A motion was made and seconded to adopt the resolution as presented. Following discussion and questions, the resolution was adopted.

Reports

There was a motion to accept the reports as filed and reported in the Pre-Convention Journal. The motion was seconded and passed.

Results of the Third Ballot for Deputies to General Convention

The Head Teller reported that no candidate received a majority of the votes on the third ballot for Deputies to General Convention. Fourth ballots were distributed.

The Bishop's Appointments

The Bishop referred the assembly to the list of appointments in the Convention packet. A motion was made and seconded to ratify these appointments. The Bishop thanked all those who have agreed to serve. Those retiring from appointed diocesan leadership positions were acknowledged and thanked: Commission on Ministry-Committee on Christian Formation, Valerie Abrahamsen; Commission on Ministry-Committee on Discernment, Lisa Ransom, Thomas Brown, Zarina Suárez O'Hagin; Dispatch of Business, Keri Aubert.

Results of the Fourth Ballot for Deputies to General Convention

The Head Teller reported that no candidate received a majority of the votes on the fourth ballot for Deputies to General Convention. Jud Pealer and Diane Root subsequently withdrew from the election. Fifth ballots were distributed.

Report from the Trustees

Neil Robinson, Chair of the Trustees, reported that a new investment policy and advisor has resulted in a 15.6% return. The Diocesan Trust has grown from \$23.5 million to \$25 million.

Courtesy Resolutions

A Resolution Honoring Katharine Jefferts Schori

Resolved, that this 175th Convention of the Episcopal Church in Vermont extend its profound appreciation and gratitude to our honored guest, the Presiding Bishop of the Episcopal Church, the Most Reverend Katharine Jefferts Schori, for her presence among us and words spoken to us at this time of double celebration --- 175 years for this Diocese, one year for her as Presiding Bishop.

As a priest, bishop and primate who is also an oceanographer, she has brought to us a profound sense of grace under pressure, the unavoidable pressure encountered in any venture into depth.

As a licensed pilot delighting in the exhilaration of flight, she has reminded us that the higher we rise the more we must learn, with the angels, to take ourselves lightly.

As a leader in the mission of our Episcopal Church and Anglican Communion to the world at large, she has brought before us with great cogency the imperative of assuaging the pain of worldwide poverty by way of the Millennium Development Goals.

A Resolution Celebrating and Honoring Women's Ministries in Vermont

Resolved, on the occasion of the presence among us of The Most Reverend Katharine Jefferts Schori, our first woman Presiding Bishop, that this 175th Convention of the Diocese of Vermont, celebrate and offer grateful prayers for her, and also for our own Rt.Rev. Mary Adelia McLeod, the first woman elected a diocesan bishop, the thirty-nine Diocesan women ordained to the priesthood, fourteen Diocesan women ordained to the diaconate, and the vast numbers of Vermont lay women who have engaged in countless hours of ministry on the parish, diocesan, and national levels.

A Resolution Honoring Bonnie Fournier

Resolved, that the 175th Convention of the Diocese of Vermont recognize and thank Bonnie Fournier, for not only the physical nourishment that she provides for us through her preparation of meals here at convention, at the Bishop Booth Conference Center and Rock Point Summer Camps; we wish to recognize and honor her especially for her nourishing gifts of care and concern that reflect, in her spiritual way, God's abundant care for us; as it was in the breaking of the bread that disciples recognized Christ, so in Bonnie's care and preparation of food does she help us to see and experience Christ among us.

A Resolution Honoring Susan Tobias

Whereas the Church is always changing and growing as living things do, and its members, ordained and lay, also live, grow and change like the beautiful farmlands and glorious fields of Vermont;

And whereas we, the Church in this Diocese of Vermont, find these changes are often sad, often joyful – and as we trust God, may we always find them holy;

Whereas Susan Tobias, rector of St. John's, Hardwick, is retiring and signaling change in her life and the lives of the people of St. John's;

Therefore, we, the 175th Convention of this Diocese of Vermont, recognize, honor and ask God to bless, guide and be present in the lives of St. John's and of Susan Tobias and her family upon her retirement – offering heartfelt thanks to her, the people of St. John's and to God for the leadership, grace and relationships of her ministry with them.

A Resolution Honoring Dennis Hayward

Resolved, that this 175th Convention of the Diocese of Vermont send its greetings and best wishes to Dennis Hayward, renowned as a trainer of sheepdogs (handy skill for a priest) who shepherded the flock at St. Luke's, St. Albans for seventeen years; becoming known as a doer, making the church and its facilities welcoming to the whole community and putting the parish on solid financial footing; leading annual opera pilgrimages to Montreal and taking hours to prepare feasts for his own guests; we wish you, Deb, and your two sheepdogs all good things as you serve the people of Maboo, Cape Breton (population: 32; number of opera lovers, unknown).

May you savor the wine and beer you make for yourself as you enjoy life on your riverside farm, and may you be blessed with health as robust as your spirit and ministry among have been.

A Resolution From the Youth Presence

Resolved, that this 175th Convention of the Diocese of Vermont accept the thanks of the Youth Presence at this year’s convention for voting to give their delegation both seat and voice in these proceedings, with special thanks to the Dispatch of Business Committee for its assistance in arranging a visit with the Presiding Bishop, who graciously met with them for a full hour.

They’ll be back...

Results of the Fifth Ballot for Deputies to General Convention

The Head Teller reported the results of the fifth ballot, and the Bishop announced that Tanya Wallace was elected as a Deputy to General Convention on the fifth ballot. The complete results of the election for General Convention Delegates and Alternates are as follows:

Clergy	Laity
John Morris	Thomas Little
Lee Crawford	Anne Brown
Thomas Brown	Nanci Gordon
Tanya Wallace	Jennifer Ogelby

2007 Minutes

A motion was made to authorize the Dispatch of Business Committee to approve the minutes of this convention. The motion was seconded and passed.

The Bishop announced that the 2008 Convention will be held at Trinity, Rutland. The theme will be environmental stewardship and sustainability and the Bishop is looking for a Convention Program design team.

Following final announcements, there was a motion to adjourn the 216th Convention of the Episcopal Church in Vermont, being the 175th Annual Convention of the Diocese of Vermont. The motion was seconded and passed at 3:38 p.m.

Dismissal and Blessing

Respectfully submitted,

Sarah S. Gallagher
Recording Clerk

BISHOP'S APPOINTMENTS 2007

CANONS COMMITTEE: Steven Marshall, Charity Downs, Lindsey Huddle, Don Morris, Howard Van Dine, Thomas Little, ex officio

COMMISSION ON MINISTRY: Committee on Christian Formation

3-year terms to 2010: Maggie Giffin, Joel Hill, Veronika Travis, Alice Van Tuyl

Unexpired term to 2008: vacant

COMMISSION ON MINISTRY: Committee on Discernment (3-year terms to 2010)

Beverly Barton, Lucy Pellegrini, Victor Horvath, Sherry Osborne

CREDENTIALS COMMITTEE: James Larkin, Lisette Baxter, John Rouleau

DISPATCH OF BUSINESS: James Larkin, Lynn Bates, Laura Chase, Sarah Gallagher, John Rouleau

NOMINATING COMMITTEE: Polly Larkin, Timothy Eberhardt, Barbara Hoar, Victor Horvath, John Mitchell, Stewart Pierson, George Spear

RESOLUTIONS COMMITTEE: Mike Austin, Laura Chase, Jane Garrett, Nancy Gordon, Judson Pealer, Gunnar Urang

ROCK POINT BOARD (3-year term to 2010): David Larcombe

Chancellor:	Thomas Little
Treasurer:	Steven Smith
Secretary of Convention:	James Larkin
Assistant Secretary of Convention:	Lynn Bates
Registrar and Historiographer:	Elizabeth Allison
Ecumenical Officer:	Thomas Brown
Associate Ecumenical Officer:	Peg Hamlin

Rules of Order for the 2007 Diocesan Convention

PREAMBLE: The following Rules of Order are intended to provide systematic parliamentary procedures for the conduct of business at Diocesan Conventions. Each Convention is free to adopt its own rules of order, but these Rules are recommended for their brevity and their past usefulness to Convention. Adoption of these Rules of Order shall be by majority vote of Convention.

1. General. Robert's Rules of Order shall be the authority for all questions of parliamentary procedure and voting at Convention business, except where the Canons, Constitution, or these Rules of Order specifically provide for a different rule.

2. Elections.

All elections in which not more than one person per vacancy has been nominated shall be by voice vote. For all other vacancies, election shall be by ballot.

Except as otherwise required by Canon, an election by ballot shall be declared when the nominees have received a plurality of votes to fill the vacancies in the office. If precedence is

significant in an office, the order of preference shall be the order of the number of votes received.

Whenever an election vote occurs by Orders, each Order's selection shall be those candidates who receive a majority of the votes cast by the Order.

3. Resolutions.

The Committee on Dispatch of Business may set a pre-Convention deadline for the submission of proposed Resolutions. Whenever practicable, prior to Convention all Resolutions, other than Courtesy Resolutions and Resolutions arising from the Bishop's Address and Charge to the Convention, shall be referred to the appropriate Diocesan Committee, Commission, or other body for review. Such review shall consist of evaluation of the issue presented with regard to established Diocesan policy, verification that an appropriate action clause is included in the Resolution, and the preparation of a recommendation to the Convention. Any resolution submitted after the published deadline published by the Committee on Dispatch of Business shall require a two-thirds vote of Convention in order to be added to the agenda. The proposer(s) of such a resolution shall furnish all delegates with a copy of the full text of the resolution; and will be allowed to address the Convention for not more than two minutes to make the case for inclusion of the resolution on the agenda. There shall be no debate as to the merit of the resolution unless and until the Convention votes to add the resolution to the agenda by a two-thirds vote to suspend the Rules of Order.

Unless a two-thirds vote is required by Canon, a majority of the votes cast shall suffice to carry or defeat a Resolution.

4. Revision or Waiver of Rules of Order. Revision or waiver of a Rule of Order shall be by two-thirds vote of Convention.

5. Constitution and Canons To Prevail. In the event of a conflict between the Rules of Order (including Robert's Rules of Order) and the Constitution or Canons of the Diocese, the Constitution or Canons, as the case may be, shall prevail.

**2007 Diocesan Convention
Registered Delegates**

Alburgh, St. Luke's (Mission)	The Rev. Thora Chadwick, Kevin Morris, Greg Saylor, Dorothy Wootton
Arlington, St. James'	The Rev. Scott Neal, Leroy Hush, June Sherwin, Jutta von Tiesenhausen
Barre, Good Shepard	Debbie Alicen, Russell Belding
Bellows Falls, Immanuel	The Rev. Peggy Crane-Coyne, The Rev. Steve Fuller, The Rev. Mary Haas, The Rev. Vic Horvath, The Rev. Charles Mansfield, Robert Bowler, Gloria Mansfield, Barbara Plumley
Bennington, St. Peter's	The Rev. Anita Schell-Lambert, The Rev. Penny Hawkins, Colleen Gates, Mary Gerisch, Barbara Hoar
Bethel, Christ Church	The Rev. Shelie Richardson, Kathleen Hassey, Mike Ryan, Nancy Wutke
Brandon, St. Thomas (Mission)/Forestdale, Grace	Frances Farnsworth, Peter Orvis, Madine Reed, Franklin Sanders, Robert Wertz, Stan Sherwood
Brattleboro, St. Michael's	The Rev. Thomas Brown, The Rev. Joel Hill, The Rev. Jean Jersey, Elizabeth Elwel, Judith McBean, Scott Paul
Burlington, St. Paul's Cathedral	The Very Rev. Ken Poppe, Rev. Cn. Tanya Wallace, The Ven. Catherine Cooke, The Rev. Keri Aubert, Gail Ernevad, Penny Pilsbury, Neil Stout
Canaan, St. Paul's	The Rev. Robert Lee, Virginia Carr, Rita Lee
Castleton, St. Mark's /Fair Haven, St. Luke's (Mission)	Melanie Combs, Catherine McCauley, Ed McHale
Chester, St. Luke's	The Rev. Paul Brannock-Wanter, John Hoover, Sally Hoover, Natalie Seely
Colchester, St. Andrew's	The Rev. Lisette Baxter, Phyllis Bristow-Johnson, Alice Daley, John King
Enosburg Falls, St. Matthew's	The Rev. Linda Maloney, Gloria Bergeron, Ruth Burfoot, Dinny Hawksworth
Essex Junction, St. James	The Rev. Kenneth Hitch, Brian Garland, Frances Hussey, Jennifer Ogelby
Fairlee, St. Martin's	The Rev. John Morris, Vera Mallary, Peter Mallary, Jaqueline Wren
Hardwick, St. John the Baptist	The Rev. Susan Tobias, Renee Wahler
Island Pond, Christ (Mission)	Judy Castonguay, Stephanie Nagle, Auburn Watersong-Harter
Killington, Our Saviour (Mission)	The Rev. Cn. Diane Root, Anne Brown
Lyndonville, St. Peter's	Janet Smith, Sandra Densmore, Winkie Roessler
Manchester, Zion	The Rev. John Mitchell, Joseph Hatfield II, Michael Nawrath, Rebecca Nawrath
Middlebury, St. Stephen's	The Rev. Terry Gleeson, The Rev. Larry Yarbrough, Amy Hastings, Linda Horn, David White

Montpelier, Christ Church	The Rev. David Hall, The Rev. Laurian Seeber, Pat Morse, Stephen Walke, Laurie Labarthe
Newport, St. Mark's	Mary Ann Christian, Sara Doncaster, Christine Moseley
Northfield, St. Mary's	The Rev. Lee Alison Crawford, James Proctor, Patsy White, Ion Anderson
Norwich, St. Barnabas	The Rev. Beth Hilgartner, Mary Corrigan, Blanche Cooper, Leslie Bryant
Poultney, Trinity (Mission)	The Rev. Paul Gratz, Sylvia Rupe
Proctorsville, Gethsemane	Barbara Dickey, Mary Springer
Randolph, St. John's	The Rev. Timothy Eberhardt, Ellen Baker, Jacelin Wilder, Nancy Wright
Rutland, Trinity	The Rev. Alan Gibson, Donna Abramov, Kathy Hall, Barbara Hooker
Shelburne, Trinity	The Rev. Craig Smith, The Rev. Carole Wageman, Laurel Broughton, Roberta Iglar, Gil Mathys
Sheldon, Grace	Beth Crane, Lori Derry, Susan Palin
South Burlington, All Saints'	The Rev. Stewart Pierson, John Bertelsen, Don Crofut, Jason Lockwood
Springfield, St. Mark's	The Rev. Sherry Osborne, The Rev. Diana Collins, Mary Dalton, Bill Flanders, Shirley Flanders
St. Albans, St. Luke's	The Rev. Jim Ballard, Colin Christie, Dolly MacNeil, Jeffrey Young
St. Johnsbury, St. Andrew's	Robin Bergman, Jocelyn Burrell, Nicole Stevens
Stowe, St. Johns in the Mountains	The Rev. Mary Mansfield, The Rev. Jackie Arbuckle, The Rev. Regina Christianson, Diane Huber, Jane Lowe, George Spear
Swanton, Holy Trinity	The Rev. Reid Farrell, Doreen LaFlam, Marianne Marshall
Underhill, Calvary	The Rev. George Moyser, Pam Bloch, Barbara Koier
Vergennes, St. Paul's	The Rev. Lucy Pellegrini, Madeline Calise, Mary Gordon, Jeanne Wisner
Waitsfield, St. Dunstan's (Mission)	The Rev. Lisa Ransom, Nancy Daigle, Beth Philips
Wells, St. Paul's (Mission)	Karin Birbeck, Charity Downs
White River Junction, St. Paul's	The Rev. Nancy Vogelee, The Rev. Judith Marquess, Kate Conner, Dee Roberts, Pat Wallace
Wilmington, St. Mary's in the Mountains	The Rev. Cn. Thad Bennett, Laura Hunter, Carol Ann Johnson, Frances Nevins
Windsor, St. Paul's	The Rev. Judson Pealer, Sandra Pealer, Maggie Giffin
Woodstock, St. James	The Rev. Christina Brannock-Wanter, Jane Wolfe

Non-Parochial Clergy Delegates

The Rev. Janet Brown
The Rev. Stan Irving
The Rev. David Larcombe
The Rev. Rolfe Lawson
The Rev. Jean MacDonald
The Rev. Scott Neal
The Rev. Jeanette Tweedy
The Rev. Lee Udell
The Rev. Gunnar Urang

The Rev. Howard van Dine
The Rev. David Walters
The Rev. Anne Webb
The Rev. Donald Morris
The Rev. George Moyser
The Rev. Ben Chase
The Rev. Regina Christiansen
The Rev. Hayward Crewe
The Rev. Gary Eley

The Rev. Sarah Horton
The Rev. Penny Hawkins
The Rev. Robert Freeman
The Rev. Robert Lee
The Rev. Molly Comeau
The Rt. Rev. Thomas Ely

Licensed Clergy

The Rev. Molly Bidwell
The Rev. William Davidson
The Rev. Paul Evans
The Rev. Lee Ferry
The Rev. Pam Porter
The Rev. Al Stefanik
The Rev. Alexander Zabriskie

The Rev. David Ganter
The Rev. Lyle Hall
The Rev. Harrison Hiedel
The Rev. Dewitt Mallery
The Rev. Christopher Smith
The Rt. Rev. Stewart Wood

*The Episcopal
Diocese of Vermont*



2008
Narrative Budget

THE EPISCOPAL DIOCESE OF VERMONT

Mission Statement

**Pray the prayer of Christ,
Learn the mind of Christ,
And do the deeds of Christ.**

The Diocesan Council exists to support and extend the work of the Bishop and Convention, to promote the health and well-being of the Diocese, and to lead and support the people of the Diocese in our mission.

To implement this, Council will:

- 1. work to improve the quality of life in the Diocese.**
- 2. assist local congregations to hold up their faith and to be held up by it.**
- 3. create opportunities for people to celebrate, share and learn about their faith, and to experience a new life within it.**
- 4. help the Bishop and congregations to recognize challenge and marshal resources to support them in facing it.**
- 5. strive to become an agent of reconciliation.**
- 6. be faithful stewards of the financial and administrative resources of the Diocese.**

Stewardship Statement adopted by Diocesan Council

June 12, 2004

And re-affirmed by subsequent Council members, 2005-2007

We believe that we are called to live in loving and intentional relationship with God and all creation,

and that, as God provides abundantly for us, God expects us to respond with generosity; therefore

We commit to the Episcopal Church's teaching that the tithe is the minimum standard of giving;

and to an increase in our proportioned giving until we can attain that standard; and to a course of prayer, study, and action regarding stewardship, including sharing our stewardship stories with others; and

We invite all people of the Diocese of Vermont to join us in this commitment to increased giving, open discussion, and ongoing transformation through worship, study, and prayer.

September 19, 2007

Dear colleagues in ministry:

“Where your treasure is, there will your heart be also.”

Many Bible commentators and preachers point out that in the various Gospel traditions, Jesus gives considerable attention to money and our relationship to it. Money and our relationship to it is one important dimension of our stewardship of all God has given us – time, talent, treasure, and indeed, all creation. It is in this spirit that I invite us to reflect on our diocesan budget for 2008.

The diocesan budget is an expression of our commitment to effective and faithful stewardship in the carrying out of the mission and ministry we believe God is calling us to as a diocese. At one level it is a whole lot of numbers. At a deeper level it is a demonstration of our common life and witness in response to the saving grace of Jesus Christ and the invitation to participate in God’s reconciling mission for the world.

This budget, for consideration at Diocesan Convention, is offered for your deliberation by Diocesan Council. It is our best attempt to respond to God’s mission invitation in a responsible way given the realities of parish and diocesan resources. We stretch to meet all the many opportunities for mission and ministry to which we believe God is calling us. We seek to embrace a theology of abundance, rather than scarcity, and to live into the challenging reality of our shared life in Christ. The financial commitment from the congregations of our diocese is vital to our ability to respond as we believe God is calling us to do. Once again, I offer my deep appreciation to all our congregations for your faithful commitment to our common life and ministry.

I look forward to the pre-Convention Ministry Fairs where we will have an opportunity to talk with one another about this budget and our shared life and ministry. In the meantime, please don’t hesitate to call on me and the members of the diocesan Ministry Support Team if you have particular questions or need help understanding anything in this proposed budget.

I am grateful to our Treasurer, Financial Administrator, Canon to the Ordinary, Executive Committee and Diocesan Council for all their hard work in the preparation of this budget. I am also grateful to all the members of diocesan committees, commissions and institutions who participated in the budget process and helped give expression to the mission and ministry in which we are engaged as a diocese.

“All things come of thee, O Lord, and of thine own have we given thee.”

Faithfully,

+*Thomas*

Treasurer's Note to Delegates:

We've strived in the following pages to give you all the information you need to consider the 2008 budget recommended for your approval by Diocesan Council. Please look over this material, and I hope you will bring your comments and questions to one of the pre-convention Ministry Fairs.

There are so many numbers and words on the following pages that I sometimes feel we are in danger of drowning you in them. Unfortunately, I can't offer a condensed version. In lieu thereof, here are some things that strike me as most noteworthy about this year's proposed budget:

- ◆ It's balanced. Anticipated inflows equal anticipated outflows.
- ◆ After 2007's zero growth in total parish assessments over 2006, the 2008 total is up 3% over 2007. This is the second smallest increase over the past decade. The new assessment formula approved by the 2006 Diocesan Convention was designed in part to slow assessment growth. So far it seems to be doing that.
- ◆ The 2008 budget largely continues programs and ministries budgeted for 2007 and does not request funding for new ones.
- ◆ A notable exception to the statement just above is the Episcopal Campus Ministry initiative included in the 2007 budget. The hoped-for grant money was not procured. Hence, as promised, this program was not started. It is not budgeted for 2008.
- ◆ The Ministry for Stewardship Development, budgeted to begin mid-year in 2007, is included in the 2008 budget for the full calendar year.
- ◆ Support for Rock Point, which has been scattered among several different expense lines in prior budgets, has been (mostly) consolidated in this one.

Thanks to everyone who participated in this year's budget process.

Faithfully,
Steve Smith, Diocesan Treasurer

BUDGET DEVELOPMENT in our Diocese is a wide-reaching process that includes gathering information and input from everyone involved with all aspects of Diocesan ministries. Council is committed to building a budget collaboratively and presenting a realistic picture of the financial needs for Convention's consideration and action.

The process begins in the spring of each year, with final budget approval by Council in September. The Executive Committee of Council (whose members are chosen by their peers) serves as the Program and Budget Committee. They solicit, consider, and evaluate budget requests from Diocesan committees and groups. After all the initial amounts were plugged into the first draft of the 2008 budget early this spring, the Committee began its work with a deficit of approximately \$160,000. Difficult decisions were made in prayerful, thoughtful discussions of the Committee and Council, resulting in the balanced budget presented here for consideration by the 2007 Diocesan Convention.

Full reports on most Diocesan programs are available in the Pre-Convention Journal and other Convention materials.

REVENUES

Parish Support (Line 13) Episcopal congregations in Vermont provide over 2/3 of the total revenues needed to support the mission, obligations, special programs, and general administration of our Diocese. In 2006 your Convention approved a new assessment formula, the first since 1992. That formula defined a flat rate assessment of 15% for all congregations and a cap of 10% on annual increase in assessment for any parish. Parishes had five years, now four, to convert from the old formula to the new one. An objective of this new formula is to slow the overall increase in diocesan assessments, and so far it is succeeding. The increase over 2007 is 3%. This compares with increases of 6% in 2005 and 7% in 2004.

Trust Revenues-Unrestricted (Lines 14 and 15) The Unit Fund is a diocesan investment fund under the direction of the Trustees of the Diocese. Most Diocesan and Parish trust and endowment funds are invested in the Unit Fund. Distributions are received quarterly at the rate of 1.25% of the average market value of assets over the prior twelve quarters. Performance of fund holdings lagged market indices in 2005 and 2006. The Trustees appointed a new investment advisor effective October 1, 2006 and since then fund performance has generally exceeded relevant market indices. Trust revenues are shown in the proposed budget as restricted and unrestricted.

Trust Revenues-Unrestricted (Line 14) includes income that is available for any purpose from the Diocesan Endowment Fund and other investments held in trust by the Board of Trustees of the Diocese.

Trust Revenue-Restricted (Line 15) has donor-designated instructions regarding how these revenues are to be used. These revenues help fund items noted in the budget as “Supported by Line #15” or “SBL #15.” Restricted funds included in Line 15 are these:

- The *Aged and Infirm Clergy Fund* for the benefit of older clergy.
- The *Bryant Fund* for helping small parishes that cannot support full-time clergy.
- *Campus Ministry* restricted for the benefit of campus ministries.
- The *Episcopal Fund*, which defrays compensation and associated expenses of the Bishop.
- The *Permanent Fund for Human Needs*, used for outreach grants to food and warmth programs.
- The *Seminarian Fund*, for defraying educational costs for those from Vermont seeking Holy Orders.

Grants & Support for Stewardship Development Minister (Line 18) Your 2007 budget included money for a new diocesan Ministry Support Team position, Minister for Stewardship Development, beginning mid-year. The position is now envisioned to be filled beginning January 2008. As discussed last year, this position is fully funded for its first three years through grants from the Hunt Fund (around \$50,000 for 2008) and from withdrawals of principal currently invested in the Diocesan Unit Trust.

Grants & Support for Campus Ministry Position (Line 19) The 2007 budget included for a new campus ministry initiative (\$31,081), to be funded only if sufficient grant money could be procured. That did not happen, and the initiative is not budgeted for 2008.

Grants & Support for Pastoral Enrichment Coordinator (Line 20) For the past five years, the diocesan Ministry Support Team has included a Pastoral Enrichment Coordinator half-time. This position was fully funded by a grant from the Lilly Foundation that has now expired. The 2008 budget anticipates a renewal of that grant at \$20,000 and procurement of another grant of \$5,000 from the Roanridge Foundation. The corresponding expenses for this position are shown on Line 73.

Mountain Echo Contributions (Line 21) The Mountain Echo is funded in part through contribution revenue from you and others. In prior budgets we subtracted this revenue from communications expenses and presented only the net cost. Beginning with the 2008 budget, we think it clearer to show you both the revenue and the expenses on a full gross basis.

EXPENSES

I. SUPPORT OF THE WIDER CHURCH

National Church Covenant (Line 27)

The National Church budget, adopted at General Convention every three years, is funded primarily through support from the 108 dioceses that make up the Episcopal Church. The National Church assessment formula is 21% of diocesan operating income. The 2008 budget increases our support to 16 percent of our operating income. This is up from 14% in 2006 and 15% in 2007 but still below full funding. Council continues to be committed to increasing our percentage annually until we reach 21%. Our actual dollar increase giving over last year is \$15,021.

National Ecumenical Assessment (Line 28)

This national assessment is requested annually from each diocese. The Episcopal Diocesan Ecumenical Officers (EDEO) work with the Standing Commission on Ecumenical Relations of General Convention and the National Office of Ecumenical Relations and Interfaith Affairs. EDEO is a channel for expressing the ecumenical priorities of the Episcopal Church and engaging members in study, exploration, and planning. There is increasing attention to interfaith relations. Work continues with the Episcopal Church's dialogue partners and implementation of "Called to Common Mission" continues.

Living Stones Partnership (Line 29)

The Living Stones Diocesan Partnership is dedicated to providing mutual support for dioceses engaged in developing baptismal ministry. The Living Stones dioceses gather annually to share ideas, support, critique, and learn from one another.

Province I (Line 30) is comprised of the Dioceses of Maine, New Hampshire, Massachusetts, Western Massachusetts, Rhode Island, Connecticut, and Vermont. The Provincial decision-making body is its Synod, made up of elected representatives from each Diocese. In addition to the Annual Convocation held in November each year, the Province also facilitates networking among a variety of ministries and leaders in the seven dioceses. There are gatherings of people engaged in dismantling racism, environmental issues, deployment, safe church education, youth and social ministries, as well as diocesan administrators and finance personnel.

Campus Ministry (Line 32 and Appendix C Lines 9-12)

Our share of the cost for Cooperating Christian Ministry (CCM) at the University of Vermont is fully funded by earnings on restricted funds included in Line 15. This ministry is funded at the same level as in 2007. The

Cooperative Christian Ministry at the University of Vermont (UVM) is a welcoming and inclusive Christian presence servicing all Protestants, as well as seekers and inquirers. The ministry seeks to build spiritual community, create safe and engaging environments for reflection, discussion, and action, and nurtures connections between faith and daily life. Its ministry is highly ecumenical and is sponsored by six mainline Protestant denominations. CCM is dedicated to serving as a stimulus for the spiritual journey of UVM's students, staff, administration, and faculty and as a voice of conscience within the university community. CCM does this regardless of gender, ethnicity, race, sexual orientation, age, religion, and able-bodiedness.

The Vermont Ecumenical Council & Bible Society's (VEC&BS) (Line 36) mission is one of service. In a spirit of cooperation and fellowship, nine member denominations affirm their support for the ecumenical movement for Christian unity and its visible expression in common life, witness, and vision. The Trustees continue dialogue on issues of faith and order, and life and work. The VEC&BS provides the only regular meeting in Vermont of denominational executives and representatives of the nine member denominations and observers (UCC, United Methodist, Roman Catholic, Lutheran, Friends, Greek Orthodox, American Baptist, Presbyterian, and Episcopal; observers-Church Women United, Church of Christ Scientist, Ohavi Zedek Synagogue).

II. COMMITTEES OF CONVENTION AND DIOCESAN OFFICERS

Commission on Ministry (Line 41 and Appendix C Lines 14-21) funds the work of the Committee on Discernment and the Committee on Christian Formation. The Committee on Discernment works with and supports individuals in the process of discerning vocation to ordained ministry, including working with parish discernment committees. The Committee on Christian Formation assists congregations with resources and curriculum development for lay ministries, promotes continuing education, helps to discern and equip baptismal vocations, identifies areas of opportunity for lay ministries and provides training.

Diocesan Ecumenical Officers (Line 44) This line item reflects support for a diocesan Ecumenical Officer in addition to an Associate Ecumenical Officer and their involvement in activities on the diocesan and provincial levels. It does not include funding for our Ecumenical Officers to attend national Ecumenical events in 2008.

Dispatch of Business (Line 47) The increase in budget of \$900 anticipates additional expenses associated with holding next year's diocesan convention in Rutland, concluding the 175th Anniversary celebration of the Diocese.

Institutions (Line 48 and Appendix C Lines 23-30) Support for Rock Point has been scattered among several expense lines in prior budgets, making it impossible to easily discern the total. This year we are consolidating it on the Institutions line, with detail available in Appendix C. This accounts for most of the apparent large increase over 2007; there are off-setting reductions elsewhere in the budget. Also, support for Rock Point Summer Camps, a program of the Bishop Booth Conference Center (BBCC) is increased from \$13,000 to \$15,000.

Oversight & Audit (Line 49) Annual audit of diocesan finances is required by national canon. The Oversight & Audit Committee selects and contracts with the independent auditor, and it receives and reviews the audit report. The amount budgeted for 2008 is in line with an organization the size of our Diocese.

III. COMMITTEES OF COUNCIL

The Accessibility Committee (Line 56) continues to work on ways to make our parishes and missions more welcoming to all people. This diocesan resource is a place where new ideas, insights, and practical solutions can be studied and offered to all of our parishes.

The Communications Committee (Line 57 and Appendix C Lines 32-39) covers the cost of publishing eleven issues of the Mountain Echo. The basic cost for printing and mailing is approximately \$5.00 per household. The cost of the Mountain Echo is partly offset by contribution revenues raised by this committee and shown in Line 21.

Sponsors of the Diocesan Study Program (Line 58) have modified the program, enabling them to request lower funding for 2008.

The Dismantling Racism Commission (Line 59) The Commission's work includes identifying or creating and administering programs to foster an inclusive, diverse, anti-racist diocese.

Outreach and Social Justice (Lines 60 and 61) New in the 2008 budget is the sharing out of our diocesan outreach and social justice initiatives into two categories, Domestic and Global, enabling better tracking of our compliance with the 2006 Diocesan Convention resolution embracing the Millennium Development Goals. Both lines are more fully described below.

Outreach and Social Justice – Domestic (Line 60 and Appendix C Lines 41-51)
The committee, in collaboration with subcommittees and local parishes, works to enhance the voice for social justice throughout our diocese. The committee continues to support Vermont Interfaith Action (VIA) in developing a statewide interfaith coalition that began at the Cathedral Church of St. Paul. Support also continues for affordable elderly housing, children’s advocacy, fuel assistance, and the Vermont Low Income Advocacy Council. Newly supported in this year’s budget is Camp Agape, serving Vermont children with incarcerated parents.

Outreach and Social Justice – Global (Line 61 and Appendix C Lines 53-56) We have resolved to invest 7/10ths of 1% of our diocesan budget to Millennium Development Goals. That amount for 2008 is \$8,000. Funding is continued for Cristosal and for the Global AIDS initiative. The Committee will determine gifts to other programs and causes supporting these goals.

Rock Point Summer Camps (Line 62) All support for Rock Point has been consolidated into Institutions (Line 48) and is detailed in Appendix C Lines 23-30.

Stewardship Committee (Line 64) provides support and resources to congregations, including basic stewardship manuals and various commitment programs. This line includes diocesan membership in The Episcopal Network for Stewardship (TENS).

Youth Ministry (Line 65) is funded at the full asking. The reduction from 2007 better reflects actual spending in 2007, which in turn reflects a shift to a more parish-centered approach.

IV. DIOCESAN MINISTRY SUPPORT TEAM (DMST)

The personnel costs associated with the DMST comprise the largest portion of the Diocesan Budget (See Appendix A). Council continues to make funding of the DMST a priority.

The 2008 budget contains the same staff positions as the 2007 budget. The full time members of the DMST are the Bishop, Canon to the Ordinary, Minister for Stewardship Development, Financial Administrator, Executive Assistant, and Administrative Assistant. Half time members of the DMST are three Ministry Developers, the Communications Minister, and the Office Receptionist. The Diocesan Registrar and Historiographer serves as a volunteer member of the DMST. The Pastoral Enrichment Coordinator serves as a member of the DMST, but is paid mainly through grants.

Seven members of the DMST have their primary office at Rock Point, while six members work from their homes. The full team meets together quarterly for continuing education and sharing. The Bishop, Canon to the Ordinary, Communications Minister, Ministry Developers and Pastoral Enrichment Coordinator meet monthly in different locations around the diocese for the purpose of coordinating their ministry to and with congregations and to support one another in various ministries. In 2008, the Minister for Stewardship Development will join these meetings. All members of the DMST have direct contact with congregations, committees, commissions and institutions of the diocese. All members of the DMST serve to support and encourage the mission and ministry of the diocese at the local level and beyond. The broad range of expertise and experience represented in this team is a key asset for our diocese. The team is here to support the ministry of the diocese as that ministry is carried out on the local, deanery, diocesan and national levels.

Personnel-Salaries (Line 71 and Appendix A) The 2008 budget provides a Cost of Living Adjustment of 2.5%. There are additional increases for the Canon to the Ordinary and Finance Administrator. Details of compensation and benefits for each employee are shown in Appendix A. Although there are no changes from 2007 in the number of staff positions, certain positions are presented differently in the 2008 budget. This should provide more clarity in future years, but it makes it difficult for you to compare 2008 and 2007. To help, here are the changes in presentation:

- ◆ Salary for the Minister for Stewardship Development (paid from grants shown in Line 18) is budgeted for the entire year as opposed to half a year in 2007. Additionally, it is included in Line 71 in 2008. In 2007, because it was then new, we showed it on its own line.
- ◆ Salary for the Rock Point Property Manager is now included in Institutions (Line 48) and also in Appendix C Line 29. This helps to consolidate into one place on the budget all support for Rock Point.

Personnel-Benefits (Line 72 and Appendix A) Benefit programs are unchanged from 2007. The changes in presentation described above for Line 71 also apply to Line 72.

Pastoral Enrichment Coordinator (Line 73 and Appendix A Line 30) This is a continuing half-time position supported mainly by grants shown in Line 20. In prior years we did not include it in Appendix A or in the budget. This was probably because the grant money fully covered the position's cost, but we should have included it nonetheless. For 2008, we are showing both the grant support (Line 20) and the salary and benefit expense for this position. Net cost to the diocese after anticipated grants is approximately \$13,000.

V. GENERAL AND ADMINISTRATIVE EXPENSES

General and administrative expenses are overhead costs associated with the Diocesan office at Rock Point, the offices of the diocesan Ministry Support Team members who work from their home offices and the utility costs associated with the Bishop's House and the Rock Point Property Manager's residence. The category also includes diocesan costs associated with providing certain retired clergy and clergy widows with medigap insurance and pension supplements.

Line 88 – Diocesan Workers Comp Premiums for workers compensation insurance are set by the Workers Compensation Board (WCB) of the State of Vermont. The reduction budgeted for this expense reflects the favorable impact of a successful Diocesan Insurance Committee appeal of a WCB decision.

Management Information System (MIS) (Line 90) The geographic dispersion of the diocesan Ministry Support Team makes it vital for team members to have electronic access to diocesan information and to one another. This line makes partial provision for improvements to the current diocesan MIS configuration.

Utilities – Diocesan Office/Bishop's House/Property Manager (Line 99) To be consistent with our new treatment of other Rock Point expenses, we should also have moved the expense of utilities for the Property Manager's house to Institutions (Line 48) but your diocesan treasurer just plain missed this one. We will do so in 2009. This oversight has no impact whatsoever on the total diocesan expenses.

VI. APPROPRIATIONS

These funds are reserve funds set aside from year to year for expenses that do not occur on an annual basis. This approach allows us the opportunity to spread these costs out over several budget years.

Reserve Office Equipment/Technology (Line 119) The contribution to this reserve is increased anticipating a need to replace computer equipment (servers) by 2009.

	A	C	E	I
1				
2	EPISCOPAL DIOCESE OF VERMONT			
3				
4	2008 Budget Recommended by Diocesan Council for Convention Adoption			
5				
6				
7		ADOPTED	PROPOSED	
8		BUDGET	BUDGET	
9		2007	2008	
10				<i>COMMENTS</i>
11				<i>"SBL" means "Supported By Line"</i>
12	REVENUES			
13	Parish Support for Diocesan Ministry	792,000	816,211	Includes \$10,000 Shrinkage - Increase of 3 percent over 2007
14	Trust Revenues - Unrestricted	142,041	140,168	Includes Interest from entire Patterson Bequest
15	Trust Revenues - Restricted	53,517	54,901	
16	Administrative Support - Unit Fund	10,000	12,000	
17	Support from the Hunt Fund	15,000	15,000	
18	Other Income - Grants/Support for Stewardship Dev. Pos.	60,000	100,000	Trustees/Hunt Trust: 3-year total \$350,000
19	Other Income - Grants/Support for Campus Ministry	31,081	-	Sufficient Grant Money Not Obtained for 2007 Program
20	Other Income - Grants/Support for Pastoral Enrich. Coord.		25,000	EDS Sustainability Grant and Roanridge Grant
21	Other Income - Mountain Echo Subscriptions		8,000	
22	Bank Interest Income/Other Donations	2,500	4,000	
23	TOTAL REVENUES:	1,106,139	1,175,260	
24				
25				
26	II. SUPPORT OF THE WIDER CHURCH			
27	Episcopal Church Covenant	130,818	145,839	Up from 15 percent to 16 percent of full formula (21%)
28	Episcopal Ecumenical Assessment	200	200	
29	Living Stones Partnership	2,840	3,000	
30	Province I Assessment	6,252	6,252	
31	Provincial Synod Deputies' Expense	100	85	
32	Campus Ministry	39,514	8,712	See Appendix C
33	Episcopal Relief & Dev. Coordinator Expense	775	659	
34	Seminarians	2,000	2,000	SBL #15 in full
35	UTO Coordinator Expense	300	255	
36	VT Ecumenical Council and Bible Society Support	5,200	4,700	
37	TOTAL SUPPORT OF THE WIDER CHURCH:	\$ 187,999	\$ 171,702	
38				
39				
40	III. COMMITTEES OF CONVENTION AND DIOCESAN OFFICERS			
41	Commission on Ministry	14,200	15,000	See Appendix C
42	Diocesan Chancellor	1,000	850	
43	Diocesan Council	1,500	500	
44	Diocesan Ecumenical Officers	2,400	500	
45	Diocesan Historiographer	4,000	3,400	
46	Diocesan Treasurer	-	-	
47	Dispatch of Business	3,000	3,400	
48	Institutions	20,000	94,148	See Appendix C, Most support for Rock Point now consolidated here.
49	Oversight & Audit	12,500	12,500	
50	Standing Committee	800	680	
51	Trustees of the Diocese	150	128	
52	TOTAL COMM. OF CONV. AND DIOCESAN OFFICERS:	\$ 59,550	\$ 131,106	
53				

EPISCOPAL DIOCESE OF VERMONT

2008 Budget Recommended by Diocesan Council for Convention Adoption

ADOPTED BUDGET 2007	2008	PROPOSED BUDGET	COMMENTS
<i>"SBL" means "Supported By Line"</i>			
1234567891011ACEI	3,500		2,975
9697989910010110210310410510610710810911			
0111112113114115116117118119120121122123			
124125126127128129130131132Safe Church Training			
Subscriptions and Dues	2,500		2,125
Telecommunications	8,000		6,800
Utilities - Diocesan Office/Bishop's House/Property Mgr	22,000	25,000	Anticipating Fuel Oil increase
Retired Clergy Medigap Insurance	12,300	10,000	SBL Line #15 in Full
Retired Clergy Pension Supplements	4,200		4,200
-			
TOTAL ADMINISTRATIVE:	101,425\$		83,475\$
TOTAL EXPENSES:	1,105,739\$		1,190,290\$
EXCESS / (DEFICIENCY) BEFORE APPROPRIATIONS	400\$		(15,010)\$
VI. APPROPRIATIONS		Projected Balance @ 12/31/07	
Reserve - Bishop's House	1,500	1,275	14,000
Maintenance Fund			
Reserve - Bishop's Vehicle	3,000	2,550	5,860
Reserve - Episcopal Election Expenses	5,000	4,250	15,000
Reserve - Ecclesiastical Court	500	425	2,000
Reserve - Lambeth Conference	1,500	1,275	8,000
Reserve - Legal Expenses	1,000	850	3,500
Reserve - DMST Sabbatical Fund	2,500	2,125	5,000
Reserve - Office	1,000	4,000	1,000
Equipment/Technology			
Reserve - Triennial Deployment Conference	400	340	2,800
Reserve - Triennial EYE	3,000	2,550	3,000
Reserve - Triennial General	-	10,000	12,500
Convention +ECW			
Reserve - Diocesan Youth - General Convention	1,000	850	500
TOTAL APPROPRIATIONS :	20,400		30,490
ADJUSTED EXCESS / (DEFICIENCY):	(20,000)\$		(45,500)\$
Support from Funds Available to the Bishop	10,000	10,000	if needed
Patterson Dividend Income (prior year)		25,000	
Parish Assessment Subsidy from Patterson		10,000	
Foster Bequest	10,500		if needed
SURPLUS/(DEFICIT)	\$ (0)		(0)\$

THE EPISCOPAL DIOCESE OF VERMONT								
2008 PERSONNEL EXPENSE SUMMARY								
2008 Budget Recommended by Diocesan Council for Convention Adoption								
APPENDIX A								
POSITION	SALARY/ HOUSING	SECA / FICA/ MEDICARE	MEDICAL INSURANCE	GROUP LIFE INSURANCE	PENSION	EQUITY ALLOWANCE	TOTAL	
Bishop	\$ 80,657	\$ 7,541	\$ 11,647	\$ -	\$ 22,813	\$ 2,400	\$ 125,058	
Canon to the Ordinary	\$ 88,414	5,234	5,920	154	8,841	-	\$ 88,563	
Development Minister	62,800	4,804	15,958	154	8,280		\$ 89,996	
Ministry Developers (half-time)								
#1 Lay	\$ 32,315	2,472	11,647	154	3,232	-	\$ 49,820	
#2 Clergy	\$ 32,315	2,472	\$ 8,735	-	8,262	-	\$ 49,784	
#3 Clergy	\$ 32,315	2,472	5,920	-	8,262	-	\$ 48,969	
Financial Administrator	\$ 42,914	3,283	\$ 11,647	154	4,291	-	\$ 62,289	
Executive Assistant	\$ 30,731	2,351	\$ 11,647	154	3,073	-	\$ 47,955	
Receptionist	\$ 8,305	835	\$ -	-	-	-	\$ 8,940	
Administrative Assistant	\$ 27,983	2,141	\$ 11,647	154	2,798	-	\$ 44,722	
Communications Minister	\$ 28,257	2,162	5,920	154	2,826	-	\$ 39,319	
TOTAL PERSONNEL:	\$ 447,005	\$ 35,567	\$ 100,887	\$ 1,078	\$ 64,878	\$ 2,400	\$ 651,415	
Pastoral Enrichment Coordinator	\$ 32,315.00	2,472		154	3,232		\$ 38,173	
NOTES:		102.5000%	0.00	LINE 71	\$ 447,005			
				LINE 72	\$ 204,410	\$ 651,415		
				LINE 73	\$ 38,173			
Health Insurance is increased by 8%								
Lay pension is based on 10% of salary.								
Bishop's salary does not include non-cash compensation. Housing and utilities provided by the Diocese.								
Bishop's salary is defrayed by the Episcopal Fund and the SPG Fund.								
Pension assessment for the Clergy is based on 18% of salary, SECA, equity allowance and housing.								
Clergy SECA is 7.65% of salary, equity allowance and housing.								
Financial Administrator's salary is defrayed by Unit Fund administrative payments								
** Assumes position will require 12 months of Health/Dental at the maximum Family Rate/SBL IN FULL by Line 18								

EPISCOPAL DIOCESE OF VERMONT
Year 2008 Budget

APPENDIX B

TOWN	PARISH	2007 SUPPORT	2008 SUPPORT
ALBURG	ST.LUKE'S	1,152	1,242.00
ARLINGTON	ST.JAMES'	24,900	21,633.00
BARRE	GOOD SHEPHERD	9,084	9,902.00
BELLOWS FALLS	IMMANUEL	31,256	34,393.00
BENNINGTON	ST.PETER'S	24,012	26,413.00
BETHEL	CHRIST CHURCH	5,217	5,625.00
BRANDON	ST.THOMAS'	8,714	9,585.00
FOREST DALE	GRACE CHURCH	6,421	7,063.00
BRATTLEBORO	ST.MICHAEL'S	36,732	40,405.00
BURLINGTON	ST.PAUL'S CATHEDRAL	94,040	90,844.00 *
CANAAN	ST.PAUL'S	620	775.00
CASTLETON	ST.MARK'S	3,644	4,008.00
CHESTER	ST.LUKE'S	16,068	17,199.00
COLCHESTER	ST.ANDREW'S	15,876	17,464.00
ENOSBURG FALLS	ST.MATTHEW'S	3,263	3,589.00
ESSEX JCT	ST.JAMES'	28,723	31,595.00
FAIRLEE	ST.MARTIN'S	13,407	13,158.00
HARDWICK	ST.JOHN'S	9,129	10,042.00
HIGHGATE	ST.JOHN'S	297	327.00
ISLAND POND	CHRIST CHURCH	2,525	1,976.00
KILLINGTON	OUR SAVIOUR	4,810	4,569.00
LYNDONVILLE	ST.PETER'S	1,983	1,566.00
MANCHESTER	ZION	65,748	72,886.00
MIDDLEBURY	ST.STEPHEN'S	32,117	32,999.00
MONTPELIER	CHRIST CHURCH	31,578	30,041.00
NEWPORT	ST.MARK'S	9,945	10,940.00
NORTHFIELD	ST.MARY'S	9,620	10,582.00
NORWICH	ST.BARNABAS'	18,070	19,844.00
POULTNEY	ST.JOHN'S	2,150	2,150.00 **
PROCTORSVILLE	GETHSEMANE	2,383	1,885.00
RANDOLPH	ST.JOHN'S	13,371	14,708.00
RICHFORD	ST.ANN'S	131	396.00 **
RUTLAND	TRINITY	43,576	44,732.00
SHELBURNE	TRINITY	42,678	46,902.00
SHELDON	GRACE CHURCH	755	831.00
SO.BURLINGTON	ALL SAINTS'	11,993	13,142.00
SPRINGFIELD	ST.MARK'S	6,896	7,586.00
ST.ALBANS	ST.LUKE'S	22,598	22,867.00
ST.JOHSNBURY	ST.ANDREW'S	7,574	6,238.00
STOWE	ST.JOHN'S	13,490	13,455.00
SWANTON	HOLY TRINITY	34,493	30,806.00
UNDERHILL	CALVARY	4,186	4,605.00
VERGENNES	ST.PAUL'S	8,186	6,998.00
WAITSFIELD	ST.DUNSTAN'S	6,482	6,561.00
WELLS	ST.PAUL'S	2,147	2,362.00
WILMINGTON	ST.MARY'S	3,483	3,536.00 **
WINDSOR	ST.PAUL'S	6,315	6,947.00
WOODSTOCK	ST.JAMES'	34,950	34,160.00
WRJ	ST.PAUL'S	20,809	23,877.00
		797,596	825,409
	Shrinkage 10,000	-5,596	(10,000.00)
		792,000	816,211

2008 Assessments are subject to adjustment.

*Amount reflects \$6,000 credit for use of the Cathedral

	B	C	E	F
1	EPISCOPAL DIOCESE OF VERMONT			
2				
3	2008 Budget Recommended by Diocesan Council for Convention Adoption			
4	APPENDIX C			
5		ADOPTED	PROPOSED	
6		BUDGET	BUDGET	
7		2007	2008	
8				
9	52. Campus Ministry			
10	Cooperative/Ecumenical Campus Ministry	\$ 8,433	\$ 8,712	SBL #15 (est. dividend income)
11	New Campus/Young Adult Initiative	31,081		
12		\$ 39,514	\$ 8,712	
13				
14	61. COMMISSION ON MINISTRY			
15	Clergy/Lay Continuing Education	\$ 5,000		
16	Committee on Discernment	4,000		
17	Committee on Christian Formation	2,700		
18	Diocesan Membership in Education for Ministry			
19	Diocesan Resource Center			
20	Fresh Start	2,500		
21		\$ 14,200	\$ 15,000	Commission on Ministry to determine breakdown
22				
23	66. DIOCESAN INSTITUTIONS			
24	Brookhaven Home for Boys	1,000	1,000	
25	Cathedral Chapter	\$ 3,000	\$ 2,500	
26	Bishop Booth Conference Center	10,000	15,000	
27	BRCC: Rock Point Summer Camps		15,000	
28	Rock Point Board	8,000	8,000	
29	Property Manager Salary and Benefits		52,588	Salary: \$31,012; Benefits: \$21,588
30	TOTAL DIOCESAN INSTITUTIONS:	\$ 20,000	\$ 94,148	
31				
32	67. COMMUNICATIONS			
33	Mountain Echo - E. Life Publication	\$ 21,500	\$ 27,460	
34	Mountain Echo Extra Pages	\$ 5,500		
35	Mountain Echo - E. Life Postage	\$ 75		
36	Episcopal Communicators/Diocesan Conference/Awards	\$ 1,500		
37	Equipment & Software	\$ 1,925		
38	Contributors	\$ (8,000)		Contribution income moved to Budget Line 21
39	TOTAL COMMUNICATIONS:	\$ 22,500	\$ 27,460	
40				
41	60. OUTREACH & SOCIAL JUSTICE - DOMESTIC			
42	Affordable Housing-Cathedral Square	500	-	
43	Social Justice	200	-	
44	Camp Agape		-	
45	Campaign to End Childhood Hunger		-	
46	Children's Advocacy Network	500	-	
47	Fuel Assistance	2,000	-	SBL #15 \$797
48	Vermont Low Income Advocacy	300	-	
49	Upper Valley Interfaith Project	2,000	\$ -	
50	Vermont Interfaith Action	7,000	-	
51	TOTAL O&SJ - DOMESTIC:	\$ 12,500	\$ 10,625	Distribution to be determined by Committee
52				
53	61. OUTREACH & SOCIAL JUSTICE - GLOBAL			
54	Millennium Development Goals	\$ 3,000	\$ 8,000	
55	Crisisnet	1,000	1,000	
56	Global AIDS Initiative	1,000	1,000	
57	TOTAL O&SJ - GLOBAL RECONCILIATION	\$ 5,000	\$ 8,000	
58				
59				
60				
61				
62				
63				

Financial Statistics of Congregations and Missions

(Year in parantheses is last year of filing if not 2006)

Financial Statistics

Parish	Pledge Cards	Plate Pledge	Operating Revenues	Total Revenues	To Diocese	Outreach	Operating Expenses	Mission Outreach Expense	Total Expenses
All Saints (South Burlington)	64	\$81,956	\$100,146	\$136,153	\$13,981	\$3,840	\$98,351	\$0	\$147,235
Calvary (Underhill)	24	\$27,493	\$40,757	\$43,590	\$4,619	\$200	\$36,836	\$0	\$40,376
Christ (Bethel)	23	\$33,736	\$46,427	\$50,684	\$5,346	\$4,929	\$47,775	\$0	\$59,559
Christ (Island Pond)	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Christ Church (Montpelier)	97	\$131,654	\$200,272	\$240,313	\$9,634	\$1,500	\$188,237	\$2,126	\$209,230
Gethsemane (Proctorsville)	10	\$13,713	\$15,878	\$23,778	\$3,111	\$1,171	\$17,722	\$0	\$25,122
Good Shepherd (Barre)	46	\$68,792	\$78,362	\$84,450	\$8,282	\$0	\$80,357	\$0	\$83,853
Grace (Forest Dale)	10	\$21,950	\$65,170	\$66,315	\$5,837	\$4,856	\$66,227	\$0	\$66,315
Grace (Sheldon)	4	\$4,228	\$6,691	\$6,805	\$686	\$0	\$8,915	\$0	\$21,422
Holy Trinity (Swanton)	35	\$35,710	\$205,372	\$432,574	\$39,359	\$0	\$230,118	\$102,481	\$379,134
Immanuel (Bellows Falls)	21	\$14,771	\$241,161	\$271,410	\$35,722	\$8,250	\$235,985	\$660	\$263,229
Our Saviour (Killington)	12	\$16,357	\$38,220	\$48,776	\$5,230	\$450	\$38,220	\$0	\$44,420

Parish	Pledge Cards	Plate Pledge	Operating Revenues	Total Revenues	To Diocese	Outreach	Operating Expenses	Mission Outreach Expense	Total Expenses
St Andrews (Colchester)	62	\$112,865	\$124,502	\$149,179	\$14,433	\$660	\$120,175	\$2,480	\$156,623
St Andrews (St Johnsbury)	30	\$37,680	\$51,191	\$379,879	\$9,977	\$702	\$55,585	\$0	\$64,686
St Anns (Richford)	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
St Barnabas (Norwich)	63	\$115,254	\$149,740	\$180,729	\$18,040	\$6,125	\$150,810	\$2,100	\$158,951
St Dunstans (Waitsfield)	47	\$48,478	\$53,702	\$56,202	\$6,458	\$2,429	\$55,515	\$500	\$58,015
St James (Arlington)	66	\$75,946	\$149,319	\$184,089	\$23,010	\$500	\$147,182	\$0	\$170,943
St James (Essex Junction)	104	\$188,372	\$216,714	\$310,100	\$27,550	\$3,207	\$216,485	\$29,226	\$249,923
St James (Woodstock)	96	\$179,307	\$227,732	\$288,536	\$36,227	\$0	\$226,725	\$9,309	\$290,410
St Johns (Randolph)	40	\$74,429	\$104,340	\$216,516	\$10,129	\$0	\$101,851	\$0	\$216,228
St Johns (Stowe)	58	\$99,611	\$102,256	\$341,766	\$13,536	\$3,841	\$92,760	\$150	\$559,131
St Lukes (Alburgh)	8	\$8,434	\$15,561	\$19,854	\$1,200	\$0	\$17,532	\$0	\$17,615
St Lukes (Chester)	62	\$104,272	\$126,581	\$131,445	\$15,677	\$11,565	\$120,819	\$0	\$128,624

Parish	Pledge Cards	Plate Pledge	Operating Revenues	Total Revenues	To Diocese	Outreach	Operating Expenses	Mission Outreach Expense	Total Expenses
St Lukes (St Albans)	70	\$97,116	\$152,448	\$185,510	\$15,408	\$620	\$155,849	\$1,598	\$169,993
St Marks (Newport)	61	\$83,898	\$86,940	\$95,074	\$9,323	\$824	\$83,164	\$2,286	\$98,811
St Marks (Springfield)	22	\$36,494	\$62,391	\$70,321	\$7,105	\$0	\$59,572	\$80	\$74,578
St Marks & St Lukes (Castleton)	0	\$22,098	\$50,023	\$54,522	\$3,740	\$400	\$46,228	\$91	\$51,065
St Martins (Fairlee)	32	\$77,382	\$100,258	\$100,258	\$13,563	\$4,262	\$98,390	\$0	\$98,790
St Marys (Northfield)	39	\$64,722	\$86,539	\$90,443	\$8,745	\$1,000	\$76,190	\$0	\$80,704
St Marys (Wilmington)	16	\$31,934	\$40,633	\$56,220	\$4,668	\$0	\$40,625	\$0	\$46,478
St Matthews (Enosburg Falls)	13	\$18,986	\$51,090	\$70,623	\$4,200	\$550	\$51,662	\$0	\$66,366
St Michaels (Brattleboro)	141	\$250,129	\$295,983	\$382,060	\$42,545	\$14,152	\$295,983	\$0	\$374,439
St Paul (Burlington)	152	\$314,188	\$694,157	\$700,235	\$90,194	\$31,210	\$674,155	\$0	\$695,311
St Paul (Canaan)	6	\$4,004	\$5,426	\$5,654	\$672	\$0	\$5,510	\$0	\$5,739
St Paul (Vergennes)	32	\$51,048	\$57,692	\$59,195	\$8,021	\$946	\$57,039	\$0	\$73,231

Parish	Pledge Cards	Plate Pledge	Operating Revenues	Total Revenues	To Diocese	Outreach	Operating Expenses	Mission Outreach Expense	Total Expenses
St Pauls (Wells)	14	\$18,095	\$21,082	\$27,170	\$1,952	\$0	\$24,704	\$1,322	\$26,211
St Pauls (White River Junction)	70	\$129,871	\$160,851	\$190,174	\$21,499	\$10,920	\$156,363	\$0	\$172,111
St Pauls (Windsor)	20	\$31,386	\$62,872	\$327,449	\$5,741	\$1,783	\$62,854	\$368	\$153,504
St Peter (Lyndonville)	11	\$9,586	\$13,192	\$14,270	\$2,517	\$100	\$15,691	\$0	\$17,774
St Peters (Bennington)	110	\$149,646	\$179,242	\$241,762	\$21,829	\$0	\$205,548	\$1,376	\$214,220
St Stephens (Middlebury)	116	\$186,775	\$225,431	\$269,652	\$31,888	\$500	\$231,802	\$484	\$273,610
St Thomas (Brandon)	11	\$19,570	\$117,762	\$118,783	\$8,984	\$4,330	\$118,704	\$0	\$118,782
St. John the Baptist (Hardwick)	33	\$61,494	\$70,074	\$79,416	\$8,299	\$600	\$79,361	\$495	\$136,232
Trinity (Poultney)	0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Trinity (Rutland)	144	\$192,606	\$298,210	\$409,303	\$43,420	\$0	\$297,475	\$7,337	\$357,244
Trinity (Shelburne)	138	\$280,115	\$312,677	\$333,347	\$38,958	\$6,598	\$298,368	\$4,959	\$334,126
Zion (Manchester Center)	155	\$443,151	\$508,181	\$508,181	\$60,390	\$10,000	\$479,703	\$0	\$479,703

Vital Statistics of Congregations and Missions
(Year in parantheses is last year of filing if not 2006)

Vital Statistics

Parish	Members This Year	Others In Congregation	Sunday Attendance	Saturday Sunday Eucharists	Baptisms 16 Up	Baptisms Under 16	Confirmation 16 Up
All Saints (South Burlington)	210	2	69	79	0	4	0
Calvary (Underhill)	92	0	20	53	0	0	0
Christ (Bethel)	42	9	29	53	0	1	0
Christ (Island Pond)	35	0	0	0	0	0	0
Christ Church (Montpelier)	406	0	162	108	0	4	0
Gethsemane (Proctorsville)	37	3	14	37	0	1	0
Good Shepherd (Barre)	166	9	45	101	0	1	0
Grace (Forest Dale)	20	0	24	27	0	0	0
Grace	9	0	8	25	0	0	0

(Sheldon)							
Parish	Members This Year	Others In Congregation	Sunday Attendance	Saturday Sunday Eucharists	Baptisms 16 Up	Baptisms Under 16	Confirmation 16 Up
Holy Trinity (Swanton)	168	0	69	109	1	8	2
Immanuel (Bellows Falls)	141	0	40	58	0	0	0
Our Saviour (Killington)	23	13	15	52	0	0	0
St Andrews (Colchester)	188	6	115	111	1	6	10
St Andrews (St.Johnsbury)	75	5	37	35	0	1	0
St Anns (Richford)	26	0	0	0	0	0	0
St Barnabas (Norwich)	152	0	67	107	0	2	0
St Dunstans (Waitsfield)	148	0	58	53	0	3	0
St James (Arlington)	179	0	77	104	0	3	0
St James (Essex Junction)	377	111	125	135	1	10	1
St James (Woodstock)	208	204	90	99	0	7	0
St Johns (Randolph)	112	3	44	69	0	0	0
St Johns (Stowe)	234	1	40	71	1	2	0
St Lukes	18	2	11	46	0	0	0

(Alburgh)							
Parish	Members This Year	Others In Congregation	Sunday Attendance	Saturday Sunday Eucharists	Baptisms 16 Up	Baptisms Under 16	Confirmation 16 Up
St Lukes (Chester)	159	2	72	95	0	1	1
St Lukes (St Albans)	488	15	107	150	0	13	0
St Marks (Newport)	189	4	68	104	0	2	0
St Marks (Springfield)	77	18	17	101	0	0	0
St Marks & St Lukes (Castleton)	42	0	19	54	0	1	0
St Martins (Fairlee)	83	0	39	68	0	3	0
St Marys (Northfield)	97	19	51	106	0	1	0
St Marys (Wilmington)	46	0	24	44	0	0	0
St Matthews (Enosburg Falls)	49	0	18	51	0	0	0
St Michaels (Brattleboro)	271	88	158	52	0	7	4
St Paul (Burlington)	435	49	178	137	0	6	1
St Paul (Canaan)	27	0	12	27	0	0	0
St Paul (Vergennes)	116	20	48	102	0	2	0

Parish	Members This Year	Others In Congregation	Sunday Attendance	Saturday Sunday Eucharists	Baptisms 16 Up	Baptisms Under 16	Confirmation 16 Up
St Pauls (Wells)	14	2	17	46	0	0	0
St Pauls (White River)	203	0	99	92	3	0	0
St Pauls (Windsor)	61	5	27	53	0	2	3
St Peter (Lyndonville)	48	0	16	36	0	1	0
St Peters (Bennington)	470	30	140	122	1	3	3
St Stephens (Middlebury)	422	20	122	95	0	2	0
St Thomas (Brandon)	30	1	24	27	0	0	0
St. John the Baptist (Hardwick)	151	0	41	68	2	4	0
Trinity (Poultney)	13	0	0	0	0	0	0
Trinity (Rutland)	781	25	176	160	1	8	6
Trinity (Shelburne)	511	50	167	106	0	11	2
Zion (Manchester Center)	518	230	236	226	0	9	0